COVER SHEET

Walters State Community College

2021 Governor's Investment in Technical Education (GIVE 2.0)

Training Industrial Manufacturing Excellence (TIME)

Walters State Community College serving as Lead Entity and Fiscal Agent

IN PARTNERSHIP WITH:

- 1. East Tennessee Local Workforce Development Board (ETHRA) as Workforce/Economic Development Agency
- 2. Walters State Community College serving as Institution of Higher Education
 - 3. Claiborne County School System as primary LEA/School District
 - 4. ArtaZn, IATRIC Manufacturing as primary Employer partners

Additional LEA, and Employer partners have completed MOUs for this proposal.

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Funding requested: **\$981,217.00**

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|---|--------------------------------|
| President of Higher Education Institution | Project Director (Lead Entity) |
| (Fiscal Agent) | |

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Walters State Community College GIVE 2.0 Training Industrial Manufacturing Excellence (TIME) Abstract

Manufacturing is vital to the communities of Walters State's service area comprising almost 30,000 jobs in this ten-county East Tennessee region. This sector continues to grow as employers posted over 2,400 unique job postings in the past year. Opportunities are available for well-paying jobs for those with skills. Walters State's Training Industrial Manufacturing Excellence (TIME) proposal is a partnership among school districts, employers, economic and community development, and Walters State to afford participants meaningful information and experiences to enable informed career choices, opportunities for dual enrollment and industry certification/EPSO training to gain skills and start postsecondary coursework, and apprenticeships and pre-apprenticeships to gain work experience as well as making connections for possible employment. Virtual reality googles, manufacturing camps (underwater robotics and robot drone league) enable participants to learn more about careers and perform the type of work done in manufacturing. An Associate of Applied Science degree program in Engineering Technology is being updated with a specialization to enable prior learning assessment credit for successful completion of Scientific Management Technology manufacturing assessments. Workforce Training classes will focus on the attitudes and behaviors needed by our employers and emphasized in the Work Ethic Diploma. By making informed decisions, students will have a purpose for continuing their education and thus will be more likely to achieve their goals. Through coursework and training, participants will gain the needed knowledge, skills and credentials to make them valuable members of a manufacturing team. Apprenticeships and preapprenticeships provide a dual pathway of education combined with work for solid Work-Based Learning experiences. WSCC's TIME proposal will help meet the goals of the GIVE grant, Drive to 55 initiative, as well as the local workforce needs for East Tennessee.

Demonstration of Need

Labor Education Alignment Program (LEAP) 2020: In-Demand Occupations (Appendix 1) states, "Tennessee's advance manufacturing workforce has grown by nearly 16,000 jobs in the last five years" (p.17). East Tennessee Development District (ETDD) 2020 Annual CEDS Report (Appendix 2) states manufacturing continues to be positioned for positive growth (p. 19) with a top goal to "Maintain and improve the region's competitive advantages by investing in the improvement of existing industrial parks and encourage the development of new, high quality industrial and business parks." (p. 21). An EMSI manufacturing report (Appendix 3) for WSCC's service area spans the East and Northeast Local Workforce Development Areas (LWDA) and shows 29,098 jobs compared to 13,256 for comparable workforce size areas (national average) and projected 6% annual growth through 2025. Area LEAP reports shows East and NE-LWDA's high employer demand for Production Workers (p. 19). With transportation as a key operations component for manufacturing, drivers/ operators are classified as in-demand (p. 30). THEC's 2021 Academic Supply Occupational Demand Report shows High-Demand positions: Production Workers (Top 25, Appendix 4, p. 20); East LWDA's top 15 jobs (p.28): Maintenance Workers Cutting/Slicing Machine Setters, with the former listed in the Top 3. Walters State's Training Industrial Manufacturing Excellence (TIME) initiative supports manufacturing/transportation in Claiborne, Cocke, Greene, and Hamblen Counties.

Table 1: Jobs4TN Supply and Demand report: Job Openings and OEWS Wage report data

| Top Occupations Appendices 5-14 | Claiborne | Cocke | Greene | Hamblen | Median Wage (1 adult) | Median Salary |
|------------------------------------|-----------|-------|--------|---------|-----------------------------|-----------------------|
| Production | 9 | 17 | 158 | 92 | | \$34,200 |
| Transportation, Material Moving | 8 | 19 | 111 | 67 | \$25,459 - \$26,125 | \$32,451- \$52,130 |
| Totals: Occupations | 17 | 36 | 269 | 159 | | \$32,130 |

The ETHRA's Manufacturing EMSI report (Appendix 3) shows 316 employers have 2,405 Unique Job Postings (p. 9). Advertised Job Skills tables (p. 2) in JOBS4TN reports show the top skills for posted jobs are primarily basic, customer service, and interpersonal areas. This initiative addresses these skills through EPSOs, early outreach to elementary/middle school students, and apprenticeships. A Scientific Management article (data list appendix) on US skills shortage from 1971-2019 shows a marked decline (70% to 20%) in manufacturing skills.

Progress has been made towards "Drive to 55" goal, however, 2019 county profile data (Appendices 15-22) states only 47.3 - 64.8% of our partner county's graduates enroll in postsecondary institution. This proposal promotes career exploration and camps to provide career-related activities. Dual enrollment/EPSO apprenticeships enable students to gain skills, earn credit hours towards postsecondary credentials, make informed career path decisions, provide educational purpose, develop workplace skills, and allow career employer connections.

Program Plan

While meeting GIVE and Drive to 55 goals, this TIME proposal also supports Work
Ethic Diploma program preparing students for college and career readiness through soft skills
(attendance, problem-solving, critical thinking, and teamwork). Within WFT 101 (Appendix 23),
a soft skills course "Bring Your A Game to Work" and EPSO OSHA10 course also lend support.

TIME includes three major components. First, career camps and exploration will be conducted
for grades 5-10; Virtual reality (VR) goggles enable students to experience tasks in a variety of
careers; Underwater Robotics camps and Robot Drone leagues enable students to engage in fun
projects that let them experience manufacturing-type of work. Second, dual enrollment classes,
Scientific Management Technology (SMT) assessments (Appendix 25) and OSHA training
enable students to earn up to 15 college credits in a degree program. With approval, the A. A. S.

Engineering Systems Tech. Operations Management specialization curriculum will accommodate PLA credits for successful completion of SMT assessments and OSHA 30. EDUC 1030 College Experience (Appendix 24) and WFT 101 guide students to select career/education pathways, develop interpersonal skills, meet college expectations, and attain workplace credentials. Apprenticeships afford work-based learning (WBL) opportunities with employers. Credit hour classes (Appendix 26) included in related technical instruction (RTI) curriculum provide a degree completion pathway. Training and apprenticeships focus on manufacturing occupations and Commercial Driver's License (CDL). All activities promote student behaviors to meet attendance, coursework, post-secondary plan, EPSO credit, work standards and industry certification of Work Ethic Diploma standards (Appendix 27); all are TIME WBL components.

Tables 2 and 3 highlight the link between TIME proposal's goals, data and actions.

Table 2: TIME Alignment: GIVE, WBL, Work Ethic Diploma, Labor data, and Drive to 55

| TIME goals | Actions | Project alignment |
|---------------------------------|---------------------------|---|
| Goal 1 Expand manufacturing | Underwater robotics camps | GIVE |
| career awareness elementary and | and competitions | Drive to 55 |
| middle school | Robot Drone League | Drive to 33 |
| Goal 2 Grow Virtual Reality | Middle school (Career | GIVE, Work Ethic, Drive to |
| (VR) tech use, enhance career | Exploration) | 55, WBL, Labor data |
| exploration, improve training | HS (Career Explor, WBL) | 55, WBL, Labor data |
| Goal 3 Amend AAS Engineer Sys | SMT (HS, adult PLA) | GIVE, Work Ethic, Labor |
| Tech, Oper. Mgt, PLA pathways | OSHA 30 hr. (PLA) | data, Drive to 55, WBL |
| Goal 4 Increase EPSO courses & | EDUC 1030/ WFT 101 | GIVE, Work Ethic, Drive to |
| pathways offered | ENST 1370 Manuf Process | 55 |
| Goal 5 Expand pre- & | CDL/OJL /WBL | CIVE Work Ethio Dinlomo |
| apprenticeships for | Prod. Op/Helper, CNC Op | GIVE, Work Ethic Diploma Labor data, Drive 55, WBL |
| manufacturing careers | Industrial Maintenance | Labor data, Drive 33, WBL |

This program supports the Drive to 55 initiative. Table 3 below shows the timeline and activities that align with the goals and initiatives set for this grant.

Table 3: Detailed Timeline with Activities

| Timeline | Partners | Activity/ TIME Goal Number |
|------------|-------------------------|---|
| | WSCC WFT | Recruit underrepresented students w/2 nd lang, community |
| K-12 | calendar Goal 1 | |
| Dec '21 - | K-12 Community | Conduct TAG programs Goal 1 |
| | Community | Advertise, hire Youth Support, Indust. Maint. staff ALL |
| Apr '22 | WFT, K-12 | Complete Certif. training (3) K-12 faculty Goals 3-5 |
| | Industry | Deliver SMT certification training Goal 3, 5 |
| | maustry | Expand Cocke Co. CTE's Indust. Maint prog. Goals 1,3,5 |
| Summer | WFT,Indus,K-12 | Deliver OSHA training: workers & students Goals 1,3,5 |
| '22 | WFT, WSCC, | Promote, develop, finalize and conduct (4) summer career |
| 22 | K-12, Industry | camps, include industry partners Goals 1,2 |
| Aug '22 | WFT, Industry | Deliver OSHA 10- and 30-hour Train the Trainer Goal 3 |
| - Jan '23 | WSCC | Advertise TAG with career awareness focus Goals 1,2 |
| - Jan 23 | WSCC, WFT, | Conduct TAG classes Goals 1,2 |
| Sum '23 | Community | Robot Drone League, Manufacturing camp Goals 1,2 |
| | WFT, K-12 | VR tech used for Career Awareness sessions Goals 1,2,3 |
| | WSCC, K-12 | OSHA, EDUC1030 & WFT101 (EPSO) classes Goals 1,4 |
| Grant | WFT, K-12, Ind | Gather/assess PLA HS data, pre- appren Goals 1,3,5 |
| cycle | WFT, Industry | Industry OSHA program train; PLA info Goals 3,5 |
| | ECD, | Niswonger Fdn: support camp marketing & scholars; at- |
| | Community | risk schools STEM ID & Career Connect Goals 1,2,4 |
| May '22 | WFT Industry | Establish & maintain apprenticeships in WSCC service |
| -end | WFT, Industry Community | areas (Iatric, ArtaZn, American Appliance, Delfort, CDL) |
| | Community | Goals 3,5 |
| Jan '22 – | Industry, ECD | Fund incumbent worker grants; Review WIOA fund (all 7 |
| grant end | | ETHRA counties) Focus: underserved Goals 3,5 |
| Annually | WFT, Industry | 4 career camps held Goals 1,2,4 |
| 7 minadily | K-12, Commun. | • |
| Quarterly | K-12, WFT, | Hold quarterly partner mtgs re: progress, outcomes. Share |
| Quarterry | ECD, Industry | successes, identify and resolve challenges. ALL |
| | ECD, WFT | Refer residents to apprenticeship for retraining or new |
| | Industry | workforce entry. Includes pre-apprenticeships and youth. |
| Monthly | | Goals 1,4,5 |
| | ECD, WFT | Attend Greene Co Partner Manufacturing Council, Cocke |
| | (chambers) | County Manufacturing sessions |

Numbers served

The total number of persons directly served or impacted are as follows: SMT training will serve 36 trainers in Train-the-Trainer sessions (Appendix 28) with over 100 served by SMT training in K-12 and 500 via industry partners through WFT. Virtual Reality goggles/licenses will serve

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4,800 students in our service area; TAG serves 700. Manufacturing and robotics camps will serve 350 participant students and youth. WFT 101 sessions will serve 50 persons; 300 students will be served through pre-apprenticeship programs offered with 360 students participating in EPSO courses.

Qualitative Evaluation of attainment of these metrics will be conducted semiannually.

Walters State's Recruiting Hispanics to Achieve (RHiTA) (Appendix – Data List) has provided outreach and support to this and other underserved populations since 2018. RHiTA will be instrumental in recruiting students to TIME. In Hamblen, counselors have identified students who have not defined a path to postsecondary education and enrolled them in pilot sections of EDUC 1030. The goal is to help students identify career paths and enroll them in subsequent dual enrollment courses. This strategy will be employed in TIME proposal as well. During this pandemic, WFT has effectively conducted Youth Programs and Industrial Trainings through Zoom, Google Classroom and Teams and is prepared to continue as conditions warrant, so activities continue unabated. By having high school instructors certified, K-12 can continue assessments. During COVID, WFT conducted onsite assessments and customized corporate programs. Also, the new DOL partnership with 180 Skills allows maintenance "theory" apprenticeship training to continue. Finally, our VR headsets have training options to allow hands-on in a virtual world.

Project governance and accountability plan

The following persons have agreed to serve in leadership roles: Director: Dr. John LaPrise, Vice President Educational Outreach; Co-Director: Dr. Kim Bolton, Claiborne campus Dean/WFT Interim Dean; Dr. Anita Ricker, WFT Assistant Dean: SMT/VR leader, industry partner and manufacturing representative, corporate team lead, and Dept. of Labor (DOL) Liaison; Dr.

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Nicole-Cardwell Hampton, Youth Program Coordinator: maintain that role and develop & lead camps (career/TAG); Dr. Bob Dixon, Tech. Educ.'s Dept. Head: oversee AAS expansion and serve as contact for the Morristown Industrial Advisory Board. Project Director and Co-Director will meet individually with GIVE team, and regularly with partners to document successes and address potential concerns. All partners will adhere to the signed MOUs (see Appendices) regarding planned activities to meet GIVE goals. Oversight rests with the Dr. LaPrise, a member of the Administrative Council with a line of communication to President and TBR/THEC.

Structure of the WBL program

The three (3) major components of TIME are each WBL activities. Records of students' summer camps participation are maintained in Campus CE, a database system designed for WFT. Apprenticeship participant records are maintained in Workhands. Teachers, WFT staff, and industry partners will share data to target career planning for high-demand professions linked with WBL experiences, including pre-apprenticeships. WBL begins with career awareness which is fostered in this grant – VR technology, summer Robotics camp, tours or speakers from local industries and expansion of the dual enrollment/EPSO programs. WBL is imbedded in pre-apprenticeship activities; SMT and OSHA 30 can also be included in pre-apprenticeships. WFT uses SMT assessments with clients to focus on problem-solving skills related to equipment and assess the job applicant or current personnel's skills to address "real world" problems occurring in a manufacturing setting to visualize adjustments needed to ensure productivity prevails. An article includes a detailed chart showing manufacturing skills shortages (1971-2019) illustrates the need for these activities and grant-funded training. (Appendix - Data List)

Addressing Local Workforce needs through ECD data

ETHRA provided EMSI reports; Greene Co. Partnership ran JOBS4TN reports for this application. Chambers typically do not summarize data into a report format. Chamber members and local/regional industry representatives commonly discuss their workforce needs through the Chambers' Manufacturing Councils and Associations.

Strength of Partnership

Based on signed Memoranda of Understanding (MOUs) (Appendices 29 – 39), all parties agreed to the following activities to ensure goals are met and unless mutually revised and approved through THEC, will be continued throughout the grant. Each partner included is fully capable of ensuring GIVE 2.0 TIME's project success by bringing unique strengths and qualifications.

Table 4: Partner activities as listed in MOUs

| Partner | Activities |
|---|---|
| K-12 partner: Claiborne School Dist. K-12 partner: Greene Co. Schools, Hamblen Co. Schools, Cocke Co. Schools | K-12: CTE will Administer and promote Industrial Readiness assessment. Promote WBL hours for CTE to be integrated into OJT of registered apprenticeships. Provide RTI training document for apprenticeship program. Promote and recruit student to manufacturing and other career camps, including robotics and drone league competitions. WSCC: Serve as lead entity/fiscal agent, Dr. Ricker (WFT liaison). Provide RTI training (180 skills). Develop add'l industry partner/sponsor apprenticeships. Ensure data requirements met. Provide SMT devices/VR goggles training. Lead/develop/market camps. Assist SMT industrial maintenance prof. development for career awareness. Provide facilities and administrative support to ensure grant goals are met. |
| Industry partner 1: ArtaZn Industry partner 2: Iatric Other: Delfort Group, American Appliance | Industry: Recognize WFT assessments for Industrial Readiness, use SMT Industrial Maint. options for degree or apprenticeships. Provide WBL hrs for CTE students (OJT). Identify VR options beneficial to current employees, new hires or students. Develop 2 apprenticeship occupations for DOL approval. Provide train documentation for RTI eligible for PLA. Send 1 employee for OSHA cert. Promote/recruit/participate in manuf. career camp. Promote/assist robotics league and HS career awareness. Utilize SMT equip for pre-employ assessments. Promote AAS specialization to previously assessed employees (Iatric and ArtaZn). WSCC: Serve as lead entity/fiscal agent, Dr. Ricker-WFT liaison, sponsor all apprenticeship occupations and ensure data management requirements are met, provide RTI training (180 skills), provide SMT devices and VR goggles, lead/develop/market STM camp, assist with SMT industrial maintenance prof development- career awareness for CTE classroom, provide facilities and administrative support services to ensure grant goals are met. |

ECD: Provide workforce development practitioners, align and map education/training program curriculum/credentialing requirements to meet industry needs. Assist with assessment implementation (National Career Readiness), identify high-demand industry-recognized certifications/ credentials, participate in career/workplace readiness implementation, execute **ECD** evaluation, determine sustainability metrics, provide support for eligible customers, develop outreach services to recruit students to IHE or careers, partner: East Tennessee develop/ implement WBL continuum for career awareness, exploration, preparation, and training, share data with WSCC used for project evaluation. Local Workforce WSCC: Serve as lead entity and fiscal agent, provide leadership for Development planning/development/implementation of grant project, Dr. Ricker will serve as Board WFT liaison, lead the partner meetings/ advisory committee to plan and monitor project activities and measurable outcomes, plan/organize WBL (ETHRA) experiences continuum, work with partners to prepare students with workplace readiness skills (Work Ethic), provide outreach services/ recruitment activities, align education and training curriculum/credentialing meet industry standards and workforce needs, provide support for student and faculty/staff/employee mentoring, provide VR goggles, provide evaluation framework. **ECD:** Recognize WFT Assessments. Use SMT industrial maintenance options for skills upgrades. Promote WBL hours for CTE to be integrated into OJT of registered apprenticeships. Identify VR options to promote career awareness, attend and participate in partner meetings re: skills gap and recruitment to meet Additional workforce needs, promote oper. Mgt degree @ WSCC. Promote/ recruit **ECD:** Cocke students to/provide guest speaker for STEM summer and robotics camps. (Clinch Powell – serves multiple counties, typically underserved populations County Partnership and will serve as both a referral source to and from WSCC students in need of services, provide quarterly financial literacy sessions to WSCC's pre-Additional apprenticeship participants). WSCC: Serve as lead entity and fiscal agent, Dr. Ricker will serve as WFT ECD: Clinch-Powell liaison, sponsor all apprenticeship occupations and ensure data management requirements are met, provide RTI training (180 skills), provide devices and VR goggles, lead/develop/market STM camp, assist with SMT industrial maintenance professional development for career awareness, provide facilities and administrative support services to ensure grant goals are met.

This figure shows the depth and breadth of the connectivity between WSCC and our partners.



In addition to the activities mentioned in Table 4 above, WFT Division brings strength of leadership roles as TBR's East TN Regional Representative 2021- 2022 (Ricker), TBR and DOL have sponsored apprenticeships at WSCC for over two years, WSCC has a collection of manufacturing partners with annual customized contracts, the TAG and Kids College have provided education and community outreach for 39 years, WSCC is the leading dual enrollment provider in our ten-county service area (THEC County Profile).

Budget Plan

Rudget everyion for TIMI

Budget overview for TIME grant.

| EXPENSE OBJECT LINE-ITEM CATEGORY | GRANT CONTRACT | GRANTEE PART | TOTAL PROJECT | Support for GIVE 2.0 |
|--|-------------------|-----------------|------------------|---|
| Salaries, Benefits & Taxes | \$319,425 | \$0.00 | \$319,425 | SMT Industrial Maintenance Trainer and (1) support staff |
| Professional Fee, Grant & Award | \$63,000 | \$0.00 | \$63,000 | SMT Train the Trainer and Clinch Powell finan. services |
| Supplies, Telephone, Postage & Shipping, Occup, Equip Rental & Maint, Print & Publ. | \$332,156 | \$0.00 | \$332,156 | Career Explor: Virtual Reality, TAG, Manuf. camp, Robot Drone League, WFT 101 classes (EPSO) |
| Other Non-Personnel | \$122,103 | \$0.00 | | CDL, WBL apprenticeships, OSHA, Industry credentialing |
| Capital Purchase | \$71,850 | \$0.00 | \$71,850 | SMT assessment equipment |
| Indirect Cost 8% | \$72,683 | \$0.00 | \$72,683 | Business office services. Documentation for evaluation: Persons served and other metrics. |
| GRAND TOTAL | \$981,217 | \$0.00 | \$981,217 | |

Line items not listed in budget are not associated with any GIVE 2.0 grant expenses. Additional details on the grant budget and alignment with GIVE goals and activities will be provided in the detailed budget narrative in the Appendices. The Indirect Cost rate of eight percent (8%) is the accepted amount for GIVE grant and less than the rate allowed by Indirect Cost Rate Agreement

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approved by the US HHS Department; all funds will be used in compliance with that agreement for costs associated with the Business Office processes (payroll, financial reporting, accounting, and audit) and general office expenses provided by WSCC for these grant-related activities. The budget is designed for some flexibility, while remaining in compliance with all regulations.

Sustainability

Detailed plan for sustaining program beyond funding period

The continued growth of the manufacturing sector in the East Tennessee region speaks to the need for WSCC's ever-growing expansion in this area. With a dedicated WFT department, established industry partners, and an increasing pipeline of career pathway programs starting with pre-apprenticeships, WSCC's manufacturing programs will be sustained and broadened past this funding period. Five (5) key factors support our sustainability plan. (1) Continue development of career awareness through pre-apprenticeships leading to apprenticeships and career focus. Additional sustainability will come with the anticipated, improved high school graduation rates, which is a necessary subcomponent of the Drive to 55 initiative. Pre-Apprenticeships and Apprenticeships have already been developed through WSCC's WFT and currently serve 75 employees. WFT is also collaborating with German education and training agencies to develop apprenticeships related to plumbing, as indicated by the signed Letter of Intent (Appendix 40). WSCC's WFT will continue to expand the development of apprenticeships that meet employer needs, serve as employment recruitment strategies, and close skills gaps. (2) Since 2013, WSCC's WFT has administered assessments; these have led to new degree implementation for PLAs in an existing A.A.S. Engineering Systems Technology-Operation Management specialization program. WFT will continue to promote the SMT assessments (Appendix 25) and PLA credits. (3) WSCC's long-established Youth programs (39

years for TAG) will be enhanced by this grant funding by cross-promotion and career awareness links leading to sustainability and expansion of all youth programs. Projects or camps supported through this funding initially will be funded by the tuition of future programs after the grant cycle ends. The sustainability for the expanded youth programs is based on the established infrastructure for these programs and solid relationships with our K-12 partner LEA Counselors who serve as a primary referral source for students. Receiving this grant funding will allow WSCC the time needed to solicit and receive additional corporate or community support for these youth programs and projects. Specifically, partnering with StreamWorks for the Underwater robotics and Robot Drone league provides a support network for continued development. The WFT introductory class (WFT 101) (Appendix 23) provides enhanced opportunities for career awareness among middle and high school youth. This leads to long-term sustainability of the program as more students use this career awareness to access resources and have a planned career path, which in turn, increases options for dual enrollment, preapprenticeships, and likely increases the high school graduation rate. (4) WSCC's Workforce Training Division has long-term and a successful history of delivering quality OSHA training. Currently, there is a sole instructor for a ten-county service area. With grant-funded expansion, WSCC will provide additional trainings which means safer working environments and direct benefit to our region's skilled workforce. Furthermore, this expansion allows another opportunity for EPSO and can be used for PLA credit within the technical education program. Providing for the position of an Industrial Maintenance trainer will expand the offerings of WSCC's WFT division; the grant-funded timeframe will expand program offerings. This position will be crosstrained with existing programs, complete SMT-certification to broaden the path for PLAs, assist with WBL placement, and provide onsite coordination with CTE directors / local industry.

This expansion and industry partnerships allow for overall community betterment and increase opportunities for retraining for adult learners and displaced workers to create a better trained workforce. (5) Walters State has an excellent relationship with the public-school systems and private schools as evidenced as being the primary EPSO service provider in the area. This relationship will enable the sustained expansion of dual enrollment for TIME.

Post-grant cycle: Communication/sharing resources plan with program partners

To ensure that communication and resource-sharing extends beyond the grant cycle, WSCC's Workforce Training (WFT) will maintain continuing education registration and SMT assessments records will be retained in appropriate databases. Once an assessment is completed, individuals will be notified of PLA options. Both the WSCC's Technical Educ. and enrollment/ financial aid offices will receive a copy to ensure that all learners (adult or traditional) will be proactively contacted to further their career pathway at WSCC. Also, with this established database, assessment and demographics (with individual privacy maintained) are gathered to provide monthly and annual reports to partners and other stakeholders. Maintaining and increasing assessments training for K-12 faculty is a key component to this program's continued sustainability. These assessments, when performed as classroom activities, can build career awareness, pre-apprenticeships, and dual-enrollment opportunities; all of which can expand the pipeline for (1) completing graduation rates (2) increase dual enrollment opportunities (3) bolster the Drive to 55 initiative, and (4) ensure a skilled Tennessee workforce. Adjuncts will assist local industries with their assessment needs. WSCC's Industrial Development Board serves to provide ongoing feedback and information to industry partners and other interested business and community leaders; the Board provides direct input to WSCC's technical education department so we can better serve the community's skilled workforce needs. A recent successful grant

proposal highlights a mutually beneficial partnership: DENSO Foundation awarded WSCC a \$100,000 grant to purchase computer equipment to expand an Applied Science specialty degree.

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Also, TIME team and WFT are heavily engaged with local chamber groups, statewide organizations, and manufacturing councils to keep abreast of trends and community needs, then share that information to administration, faculty, and staff to ensure WSCC's viability as a training hub for our region's industries and workforce.

Availability of long-term resources to house, maintain, and/or repair equipment

WSCC's four campuses have options for housing grant purchases. A 2020 partnership allows offerings to continue at the Newport Center for Higher Education with a dedicated classroom for WFT division. A local entrepreneur has donated space for WFT division since 2013. In over 8 years of having similar equipment, total repair costs have been less than \$500; in every case, we have been able to repair internally. If there was a defect from the shop floor on original order, SMT will fix on site, or we will ship back to the plant.

Describe education-industry partnership commitments to maintain GIVE WBL program Based on the Memoranda of Understanding, our industry partners have already agreed to parlay the career awareness efforts of WSCC's Workforce Training with K-12 local education agencies into apprenticeships from pre-apprenticeships. Additionally, the WBL focus through the expansion of WSCC's virtual reality (VR) goggles can allow additional assessment and placement options for students and furthermore, show documentation of readiness for manufacturing-based organizations. By providing training for K-12 faculty to become assessors, WSCC's TIME project eliminates the challenge of transportation for these initial steps needed to expand the WBL pipeline for our industry partners. The addition of a degree path in operations management highlights WSCC's long-term commitment to meet the ever-changing needs of our

regional workforce for high-demand occupations. Partnering with ECDs like local chambers of commerce and the East Tennessee East Tennessee Human Resource Agency Workforce Development agency, this TIME program will promote job fair participation expanding career awareness and exploration for targeted, high-demand occupations, provide labor market data to guide career preparation and training and/or underwrite work-based learning experiences. With WSCC's WFT coordinating this effort, the supervision of this program and regular contact with both industry and school partners will be easy and direct. WSCC will proactively address any challenges that arise to ensure the sustainability of this manufacturing-focused project. All these activities can and will be sustained post-award to ensure a continuum of forward progress towards these goals throughout our East Tennessee region.

Economic Status Acknowledgement

This project directly serves all counties with WSCC's service area: Claiborne, Cocke, Grainger, Greene, Hamblen, Hancock, Hawkins, Jefferson, Sevier, and Union. Two (Cocke and Hancock) are distressed counties, with an additional four designated at-risk. Nine of the ten counties, regardless of designation, have at least one Qualified Opportunity Zone within the county (Appendix 41). To meet this criteria for directly serving at least one distressed county, WSCC's TIME project will (1) provide career awareness and education (via career camps, virtual reality and industry partnerships for real world applications) through our K-12 local education agencies to all county schools, including Cocke and Hancock, (2) expand the WBL pipeline to preapprenticeships and apprenticeships for students in our region, (3) work with industry partners to provide assessment tools and ongoing training for current workforce (4) create a supplemental degree path in operations management promoted in Cocke and Hancock counties (5) promote financial coaching services provided for new or displaced workers through Clinch-Powell, a

2021 GIVE 2.0 grant - WSCC: <u>Training Industrial Manufacturing Excellence</u> (TIME)

community agency partner, (6) Our ECD partner (ETHRA) will provide: incumbent worker grants for local companies available, participant training referrals, expansion of VR services in Cocke County, in job fair participation promoting career awareness and exploration in targeted, high-demand occupations, provide labor market data to guide career preparation and training and/or underwrite work-based learning experiences. All these activities can and will be sustained in the event of the continuation of the pandemic. During this pandemic, WFT has effectively conducted Youth Programs and Industrial Trainings through Zoom, Google Classroom and Teams and is prepared to continue as conditions warrant, so activities continue unabated. By having high school instructors certified, K-12 can continue assessments. During COVID, WFT conducted on-site assessments and customized corporate programs. Also, the new DOL partnership with 180 Skills allows maintenance "theory" apprenticeship training to continue. All activities and metrics will continue post-award to continue forward progress towards these goals in our region.

| EXPENSE CATEGORY | GRANT | GRANTEE | TOTAL | Budget Description / Tie to |
|----------------------------------|------------|---------|------------|---|
| | CONTRACT | PART | PROJECT | Goals |
| Salaries, Benefits & Taxes | \$ 319,425 | | \$ 319,425 | Industrial Maintenance Trainer - \$70,000 (10 years + BS degree min qualifications) * 43% benefits (2.25 years) - hiring is crucial to expand assessments and customize training options to close skills gaps. Recruit WBL for CTE candidates, teach programs in indus. maint, and develop industry partnerships. Meets TIME goal: expand PLA credits for oper mgt specializ, WBL and apprenticeships. (\$100,100 per year x 2.25 years to allow for hiring process = \$225,225 Support Staff - Secretary II - \$30,000 + 57% benefits (2 years) - Expansion youth programs, increase WBL and apprenticeship tracking, OSHA registrations and outreach efforts. (\$47,100 x 2 years = \$94,200) TOTAL \$319,425 |

| EXPENSE | GRANT | GRANTEE | TOTAL | Budget Description / Tie to |
|---------------------------------------|-----------|---------|-----------|--|
| CATEGORY | CONTRACT | PART | PROJECT | Goals |
| Professional Fee, Grant & Award | \$ 63,000 | | \$ 63,000 | SMT Assessment (certification of CTE staff/Ind Maint. Dir) and Clinch Powell (finan services). Key component of TIME goal to expand new op mgt degree. More indsutry certifications will strengthen WBL opportutnities/pre-apprenticeships leading to degree/apprenticeships and recruitment of underserved students and providing financial coaching services. \$60,000 (Train-Trainer SMT) 36 CTE K-12 instruct to allow service to 100 K-12 and 500 industry employees annually. Manuf Task Series 1 (\$8,350), Oper. Task Series 1 (\$6,050), Elec. Task Series (\$6,650), Elec. Skills devices (\$34,800), Ship and Travel (\$4,150) Clinch Powell EC & D (\$3,000) provide various financial services to community and underserved populations. |

| EXPENSE | GRANT | GRANTEE | | Budget Description / Tie to |
|---|------------|---------|------------|---|
| Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications | \$ 332,156 | PART | \$ 332,156 | TransFRVR Goggles license/ yr Career Explor for middle-high sch & WBL. (\$40,000 x 2.5 yrs \$100,000) TIME Goals 1-5 New summer manuf camps, Expand TAG (\$202,156 for 2 years). Staff \$12,918, Transport \$7,040, Supplies \$78,493, advert \$1,000, Postage \$2,000, background cks \$400) = \$101,851 year 1// Year 2 = \$86,055 all categories same with reduced supplies/ reusing materials. TOTAL 2 years = \$187,906 TIME goals 1-5 Remain \$14,250 costs Robot Drone League camp (\$11,250 year 1 with training \$2,800 + \$200 additional supplies) WFT 101 - Work Ethic soft skills, EPSO certification, career exploration. (training costs for class/ 5 classes \$600 per person x 10 per training = \$30,000) |
| Other Non- Personnel | \$ 122,103 | | \$ 122,103 | TIME Goals 1-5 CDL support awards to help companies provide OJL within apprenticeships. (50 @ \$500 = \$25,000), OSHA Train Trainer \$16,000 (10 @ \$1,600), OJL appren (\$10,000) TIME Goal 5 Cocke County - expand elec programs for WBL readiness WBL/ pre-apprenticeships. \$42,379 and \$28,724) (TIME goals 1-5) |

| EXPENSE CATEGORY | GRANT CONTRACT | GRANTEE PART | TOTAL OJECT | Budget Description / Tie to Goals |
|---------------------|-------------------|-----------------|----------------|--|
| Capital Purchase | \$ 71,850 | | \$ 71,850 | SMT Assessment equipment (STM Mechanical/Operator & ESTD Electrical) to be used in CTE programs and local industries. Key component of degree specialization expansion and pre-apprenticeship to apprenticeship certifications. (TIME goals 1-5) |
| SUBTOTAL | | | \$ 908,534 | |
| Indirect Cost | | | \$ 72,683 | 8% of total grant request to support administrative and financial records processing directly serving grant activities - Business office, payroll, contracts, and Workforce Training staff |
| | | TOTAL | \$ 981,217 | _ |

WSCC GIVE 2.0 grant Training Industrial Maintenance Excellence (TIME) Data List

External reports referenced:

LEAP 2020: In Demand Occupations Report https://tnecd.com/wp-content/uploads/2020/10/2020-LEAP-Report-10-27-2020.pdf

East Tennessee Development District (ETDD): 2020 Comprehensive Economic Development Strategy (CEDS) Report http://www.etdd.org/wp-content/uploads/2020-CEDS-Report.pdf

THEC Academic Supply and Occupational Demand Report https://www.tn.gov/thec/research/supply-and-demand.html

Jobs4TN report for the following counties: Claiborne, Cocke, Greene and Hamblen https://www.jobs4tn.gov/

THEC County profiles https://www.tn.gov/thec/bureaus/policy--planning--and-research/county-profiles.html

TN ECD Economic Status Reports for the following counties: Claiborne, Cocke, Greene and Hamblen https://tnecd.com/county-profiles/

Appalachian Regional Commission's Economic Status report for WSCC's ten-county service area, which includes Qualified Opportunity Zones https://www.arc.gov/classifying-economic-distress-in-appalachian-counties/

EMSI Manufacturing Report Emsi Q3 2021 Data Set | www.economicmodeling.com

TN DOL: Jobs in Demand report https://www.tn.gov/workforce/jobs-and-education/exploring-careers/exploring-careers-redirect/occupations-in-demand.html

Articles referenced in narrative:

Walters State's Recruiting Hispanics to Achieve (RHiTA) (https://tnscore.org/rhita-program-at-walters-state-drives-high-persistence-for-hispanic-students/)

An article (https://scientific-management.com/skills-shortage-data/) includes a detailed chart showing manufacturing skills shortages (1971-2019) illustrates the need for these activities and grant-funded training.



Table legend:

- An "X" denotes regions in which the occupation has high employer demand;
- A "*" denotes the occupation is key to one or more of TNECD's target industry clusters;
- A "#" denotes the occupation is a STEM occupation.

IN-DEMAND PRODUCTION OCCUPATIONS

| OES 2019 SOC Code | Occupation Title | Tennessee | Greater Memphis | Northwest | Southwest | Northern Middle | Southern Middle | Upper | East | Southeast | Northeast | Number of | Key to Industry Clusters | STEM |
|----------------------------|--|-----------|-----------------|-----------|-----------|-----------------|-----------------|-------|------|-----------|-----------|-----------|-----------------------------|------|
| 51-1011 | First-Line Supervisors of Production and Operating Workers | | | | Х | | | | | | | 1 | * | |
| 51-2028 | Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers | Х | | | | | Х | | Х | | | 3 | * | |
| 51-2041 | Structural Metal Fabricators and Fitters | | | | | | | | Χ | | | 1 | * | |
| 51-2090 | Miscellaneous Assemblers and Fabricators | | Х | | Х | Х | Х | Χ | Χ | Χ | Χ | 8 | * | |
| 51-3021 | Butchers and Meat Cutters | Х | | | Х | Х | | | | | Χ | 4 | * | |
| 51-3092 | Food Batchmakers | Х | | | | | | | | Χ | | 2 | * | |
| 51-4021 | Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic | | | | | | | | | | Χ | 1 | * | |
| 51-4031 | Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic | | | | Χ | | | | | | | 1 | * | |
| 51-4033 | Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic | | | | | | | | | | Χ | 1 | * | |
| 51-4041 | Machinists | | | | | | Χ | Χ | | Χ | Χ | 4 | * | |
| 51-4071 | Foundry Mold and Coremakers | | | | | | | | | Χ | | 1 | | |
| 51-4072 | Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic | | | | | | | | | Χ | | 1 | * | |
| 51-4081 | Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic | | | | | | | X | | | | 1 | * | |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | Х | | | Х | Х | Х | Χ | Χ | | Χ | 7 | * | |
| 51-4122 | Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders | | | | | | Х | | X | Х | | 3 | * | |
| 51-4199 | Metal Workers and Plastic Workers, All Other | | | Χ | | | | | | | | 1 | * | |
| 51-5112 | Printing Press Operators | | | | | | Χ | | | | Χ | 2 | | |
| 51-7011 | Cabinetmakers and Bench Carpenters | | | | | | | | Χ | | | 1 | | |
| 51-7041 | Sawing Machine Setters, Operators, and Tenders, Wood | | | | Х | | | Χ | | | | 2 | | |
| 51-7042 | Woodworking Machine Setters, Operators, and Tenders, Except Sawing | Х | | | | | | | | | | 1 | | |
| 51-9023 | Mixing and Blending Machine Setters, Operators, and Tenders | Х | | | | | | | Χ | Х | | 3 | * | |
| 51-9032 | Cutting and Slicing Machine Setters, Operators, Tenders | | | | Х | | | | Χ | | | 2 | * | |
| 51-9041 | Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders | | | | | | | | Χ | | | 1 | * | |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | Χ | Χ | | | | Χ | | Χ | | Χ | 5 | * | |
| 51-9111 | Packaging and Filling Machine Operators and Tenders | Χ | Χ | | | Χ | Χ | Χ | | | | 5 | * | |
| 51-9124 | Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | | | | Х | | | Х | | | | 2 | * | |
| 51-9161 | Computer Numerically Controlled Tool Operators | | | Χ | | | | | Χ | | | 2 | * | |
| 51-9196 | Paper Goods Machine Setters, Operators, and Tenders | | | | | | Χ | | | | | 1 | | |
| 51-9198 | HelpersProduction Workers | X | | X | | X | X | | X | X | X | 7 | * | |

Table legend:

- An "X" denotes regions in which the occupation has high employer demand;
- A "*" denotes the occupation is key to one or more of TNECD's target industry clusters;
 - A "#" denotes the occupation is a STEM occupation.

IN-DEMAND TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

| OES 2019 SOC Code | Occupation Title | Tennessee | Greater Memphis | Northwest | Southwest | Northern Middle | Southern Middle | Upper Cumberland | East | Southeast | Northeast | Number of Regions | Key to Industry Clusters | STEM |
|----------------------------|---|-----------|-----------------|-----------|-----------|-----------------|-----------------|-------------------------|------|-----------|-----------|--------------------------|-----------------------------|------|
| | First-Line Supervisors of Transportation and Material | ., | | ., | | ., | | | ., | ., | ., | - | * | |
| 53-1047 | Moving Workers, Except Aircraft Cargo Handling Supervisors | Х | | Χ | | Χ | | | Χ | Х | Χ | 6 | * | |
| 53-3031 | Driver/Sales Workers | | Χ | Χ | Χ | | Χ | Χ | | | | 5 | * | |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | X | X | X | X | X | X | X | X | X | X | 10 | * | |
| 53-3033 | Light Truck Drivers | | | Χ | | | Χ | Χ | Χ | Χ | Χ | 6 | * | |
| 53-3052 | Bus Drivers, Transit and Intercity | Χ | | | | | | | Χ | | | 2 | | |
| 53-6031 | Automotive and Watercraft Service Attendants | | | | Χ | | | Χ | | | | 2 | | |
| 53-7011 | Conveyor Operators and Tenders | | | Χ | | | | | | | | 1 | * | |
| 53-7051 | Industrial Truck and Tractor Operators | Χ | Χ | Χ | | Χ | Χ | Χ | Χ | Χ | Χ | 9 | * | |
| 53-7061 | Cleaners of Vehicles and Equipment | | | | | | Χ | | | | | 1 | * | |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | Χ | | | Χ | | | | Χ | Χ | Χ | 5 | * | |
| 53-7063 | Machine Feeders and Offbearers | | | | | | | | | Χ | | 1 | * | |
| 53-7064 | Packers and Packagers, Hand | | | | | | Χ | | | | | 1 | * | |
| 53-7081 | Refuse and Recyclable Material Collectors | | | | Χ | | | | | | | 1 | | |



2020 Annual Report

Comprehensive Economic Development Strategy (CEDS)

The report has been prepared with the financial assistance of the State of Tennessee Department of Economic and Community Development, Department of Commerce Economic Development Administration and the Appalachian Regional Commission.

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The cost of subscription is a key barrier for low-income Tennesseans, as 81% of those with incomes below \$30,000/year cite affordability as a main concern in adopting internet service. This fiscal fact could have significant impacts for the residents in the 9 of the 16 ETDD counties as the median household income reported by the Census Bureau has historically been in the \$30,000 range with poverty levels, above the state average, ranging from 15%-25% in 11 of the ETDD counties³⁹ .

Opportunity

Rural Initiatives: In alignment with the statewide mission of the Rural Taskforce⁴⁰, ETDD collaborates with our rural counties to create opportunities that build stronger infrastructures to improve economic and workforce development, digital infrastructure, entrepreneurial opportunities and asset-based economic activities. Improvement in these above areas will also have beneficial efforts on the local education systems, teacher recruitment and school capital funds. Supporting rural healthcare development initiatives that targets community-based health resources has significant opportunities to grow, especially in our shortage and distressed counties. The crisis of shortage of primary care and mental health care in the rural communities has the opportunity and priority need to align impactful capacity alliances to resolve.

Employment Growth- Business Recruitment and Expansion: Within the ETDD region are many world-class recreation facilities and destinations including the Great Smoky Mountains National Park, the Cherokee National Forest, Dollywood, and six TVA lakes. These facilities attract well over 11 million visitors per year. Every county in the state saw more than \$1 million in direct tourism impact, but only five counties topped \$1 billion with Sevier at \$2.3 billion followed by Knox at \$1.1 billion⁴⁸. "Tourism pays the bills, but also strains roads, police and wastewater infrastructure" (Leon Downey, ED of Tourism Dept.). Further, two large potential ecotourist hubs, Cumberland Gap National Park and Big South Fork National River and Recreation Area, are underutilized and could bring in even more tourism revenue in the coming years. East Tennessee has many opportunities to continue to prosper and expand the tourismindustry.

East Tennessee is home to many vital workforce clusters and employment opportunities. The Auto industry suppliers, boating manufacturers, data centers, customer service centers, distribution and logistics, film/television industry, aeronautical, tourism, national research and manufacturing all continue to be positioned for positive growth.

Broadband: The think tank and officials with the Center for Rural Strategies also think policies like the "dig once" approach can help expand broadband connections while reducing the cost for the infrastructure. The strategy calls for utilities to coordinate road construction and other infrastructure improvements with broadband installation³⁸.

Healthy Initiatives: In alignment with the Healthier Tennessee⁴⁹ movement, many ETDD's service counties have already been recognized as Healthier Tennessee Communities. This recognition, to prioritize preventable health efforts, has been awarded to Blount, Anderson, Hamblen, Roane, Sevier, Loudon, and Jefferson counties⁵⁰. There are many opportunities for ETDD counties to be recognized for supporting their communities, workplaces, campuses and residents to participate in healthier lifestyle choices.

Strategic Direction

ETDD Vision statement

The East Tennessee Development District will utilize its staff and resources to actively support the economic and community development efforts of local jurisdictions in order to foster job creation, new investment and improve the overall quality of life in the region.

The below Goals and Objectives will be achieved by the collaborative efforts working with the respective counties and municipalities' leadership and staff business and corporations, community residents and stakeholders, as well as engaged state or federal officials.

Any modifications, updates or additions to the Goals and Objectives for 2019 by the CEDS Committee are underlined.

Goals and Objectives

Goal 1: Maintain and improve the region's competitive advantages by investing in the improvement of existing industrial parks and encourage the development of new, high quality industrial and business parks

- Objective A: Create high skill, high wage jobs for the emerging labor force
- Objective B: Raise per capita income levels in rural areas by providing access to high wage manufacturing jobs
- Objective C : Limit out-migration by providing a pool of local jobs
- Objective D: Provide adequate new industrial property for the expansion of existing clusters within the automotive, boating, building, technology, and other industries.
- Objective E: Increase the manufacturing output of the region
- Objective F: Tie industrial recruitment and marketing efforts to target industries identified by strategic plans authored by the State of Tennessee, TVA, ETEDA and the Innovation Valley
- Objective G: Promote new Foreign Trade Zone subzone opportunities in all 16 counties
- Objective H: Support the development of cross county boundary sites that can accommodate the location of large production facilities, i.e., automotive manufacturing plants
- Objective I: Improve rail service facilities and freight terminal facilities within the region

Goal 2: Invest in the installation of basic infrastructure in order to improve the overall quality of life in the region and protect and conserve the region's water resources

- Objective A: Extend adequate wastewater collection services to areas that are unserved or under-served and are under heavy development pressure
- Objective B: Improve local wastewater treatment capacity in order support the expansion of existing industry or the location of new industry
- Objective C: Protect water quality by reducing sources of non-point pollution
- Objective D: Extend public water service to unserved areas in order to provide a safe and reliable source of potable water to area residents
- Objective E: Develop strategies for consolidation of existing utility providers in order to maximize economies of scale and coordination of services



Manufacturing WSCC Service Area

Contents

| What is Emsi Data? | . 1 |
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| Report Parameters | . 2 |
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| Demand | . 9 |
| What skills are they posting for? | 10 |



What is Emsi Data?

Emsi data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Emsi data is frequently cited in major publications such as The Atlantic, Forbes, Harvard Business Review, The New York Times, The Wall Street Journal, and USA Today.



The New Hork



Report Parameters

1 Industry

31 Manufacturing

10 Counties

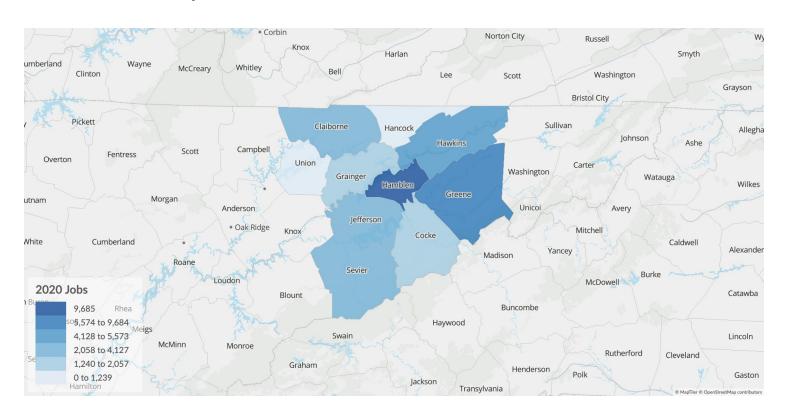
| 47025 | Claiborne County, TN | 47067 | Hancock County, TN |
|-------|----------------------|-------|----------------------|
| 47029 | Cocke County, TN | 47073 | Hawkins County, TN |
| 47057 | Grainger County, TN | 47089 | Jefferson County, TN |
| 47059 | Greene County, TN | 47155 | Sevier County, TN |
| 47063 | Hamblen County, TN | 47173 | Union County, TN |
| | | | |

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen industry and geographical areas.

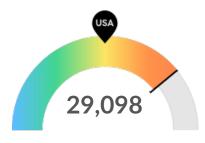
Workforce Map





Executive Summary

Light Hiring Competition Over a Deep Supply of Regional Talent



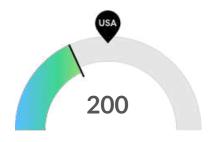
Supply (Jobs)

Your area is a hotspot for this kind of talent. The national average for an area this size is 13.256* employees, while there are 29,098 here.



Earnings Per Job

Earnings per job are below the national average. The national average salary for Manufacturing in an area this size is \$90,205, while in your area it is \$65,179. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



Demand (Job Postings)

Competition from online job postings is low in your area. The national average for an area this size is 309* job postings/mo, while there are 200 here.

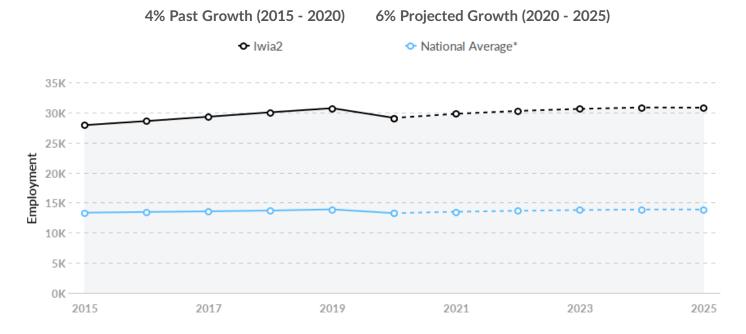
^{*}National average values are derived by taking the national value for Manufacturing and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.



Supply (Jobs)

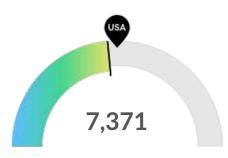
Supply Is Higher Than the National Average

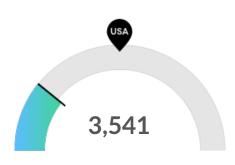
The regional vs. national average employment helps you understand if the supply of Manufacturing is a strength or weakness for your area, and how it is changing relative to the nation. An average area of this size would have 13,256* employees, while there are 29,098 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.

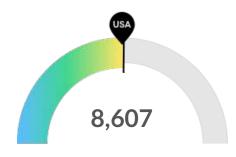


^{*}National average values are derived by taking the national value for Manufacturing and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Retirement Risk Is About Average, While Overall Diversity Is Low







Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 8,041* employees 55 or older, while there are 7,371 here.

Racial Diversity

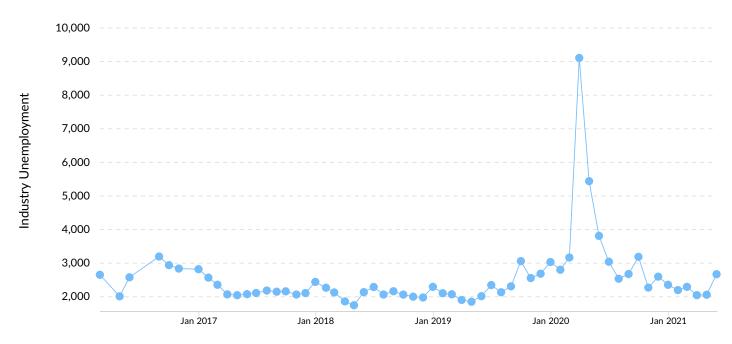
Racial diversity is low in your area. The national average for an area this size is 10,060* racially diverse employees, while there are 3,541 here.

Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 8,487* female employees, while there are 8,607 here.

Unemployment Rate Trends

Unemployment shown at the 2-digit sector level.

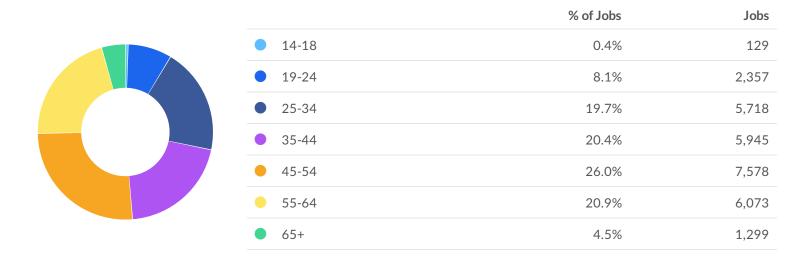


^{*}National average values are derived by taking the national value for Manufacturing and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

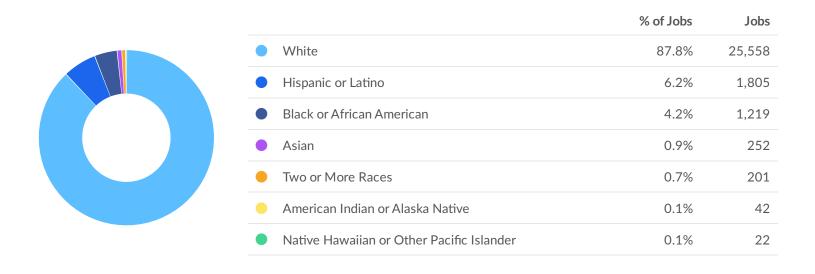


Demographic Details

Industry Age Breakdown



Industry Race/Ethnicity Breakdown

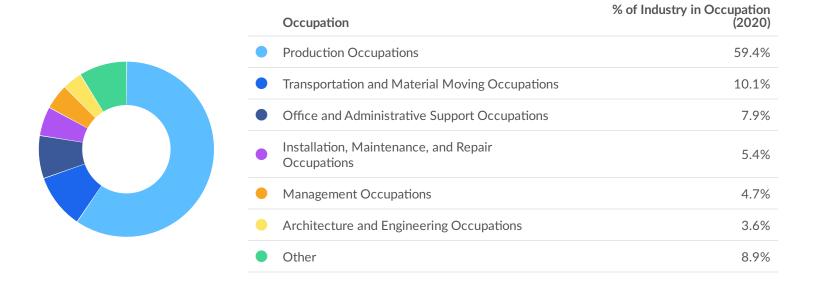




Industry Gender Breakdown



Most Jobs are Found in the Production Occupations Industry Sector





Demand



316 Employers Competing

All employers in the region who posted for this job over the last 12 months.



2,405 Unique Job Postings

The number of unique postings for this job over the last 12 months.



28 Day Median Duration

Posting duration is 1 day shorter than what's typical in the region.

| Top Companies | Unique Postings | Top Job Titles | Unique Postings |
|---------------------------|-----------------|-------------------------|-----------------|
| Under Armour, Inc. | 119 | Stock Team Members | 65 |
| Otics Usa, Inc. | 84 | Maintenance Technicians | 49 |
| Nike, Inc. | 75 | Sales Team Members | 46 |
| Colgate-Palmolive Company | 59 | Material Handlers | 39 |
| Parkway Products, LLC | 56 | General Laborers | 38 |

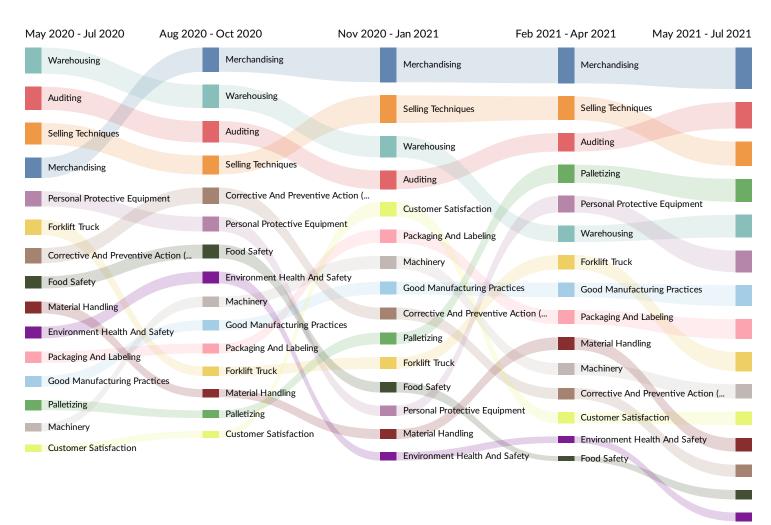
Industry Gain and Drain

Reliable Gain and Drain information is not available for the currently selected industry.

What skills are they posting for?

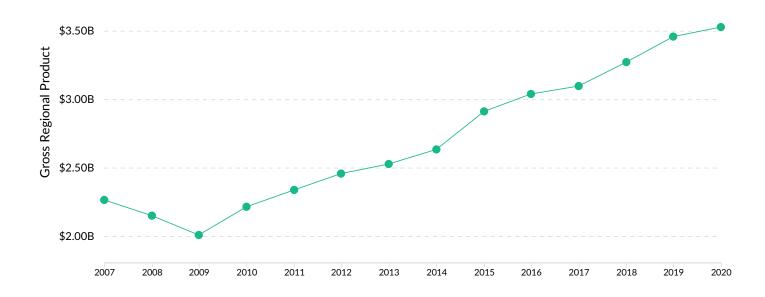
Top 15 Skills for All Job Types by Quarter

Skills help us understand the direction an industry is headed.



Gross Regional Product (GRP)

| \$1.9B | \$1.4B | \$218.4M | \$3.5B |
|-----------------|---------------------------|--------------|------------------|
| Earnings (2020) | Property Income (2020) | Taxes (2020) | Total GRP (2020) |



Industry Requirements

| Purchases from | In-region Purchases | Imported Purchases | Total Purchases |
|--|---------------------|--------------------|------------------------|
| Animal Production | \$51,692,588 | \$226,869,752 | \$278,562,340 |
| Corporate, Subsidiary, and Regional Managing Offices | \$36,068,181 | \$240,208,226 | \$276,276,407 |
| Plastics Material and Resin Manufacturing | \$54,638,964 | \$119,688,641 | \$174,327,606 |
| Iron and Steel Mills and Ferroalloy Manufacturing | \$1,084,045 | \$148,708,252 | \$149,792,297 |
| Paperboard Mills | \$0 | \$112,537,587 | \$112,537,587 |



Academic Supply and
Occupational Demand Report
2021





Table 5 below highlights the top 25 occupations by projected growth over the next decade. Occupations in the list range from the medical professions to software developers and research analysts. The full list of in-demand occupations can be found on the THEC and ECD websites.

The list of educational requirements in the table are also diverse, with typical entry-level educational requirements ranging from high school diplomas to doctoral degrees. Tennesseans of all education and skill levels can find potential career options in the table below.

Table 5: Top 25 High-Demand Occupations by Projected Growth: Tennessee

| SOC | Passerintian | | | | | |
|--------------------|---|-----------|--------------------------|--------------------|--------------------|----------------------------------|
| Code ¹⁷ | Description | 2019 Jobs | Avg. Annual Growth | Annual Openings | Median Earnings | Typical Entry Level Education |
| 31-9097 | Phlebotomists | 2,290 | 4.04% | 415 | \$30,779 | Certificate/Diploma |
| 19-1042 | Medical Scientists, Except Epidemiologists | 1,310 | 3.42% | 212 | \$66,405 | Doctoral |
| 21-1018 | Substance Abuse, Behavioral Disorder, and Mental Health Counselors | 3,270 | 3.01% | 585 | \$36,284 | Bachelor's |
| 15-2031 | Operations Research Analysts | 1,270 | 3.01% | 159 | \$63,619 | Bachelor's |
| 31-2021 | Physical Therapist Assistants | 3,290 | 2.66% | 593 | \$57,733 | Associate's |
| 31-9092 | Medical Assistants | 15,280 | 2.48% | 2,249 | \$32,292 | Certificate/Diploma |
| 25-3021 | Self-Enrichment Teachers | 2,450 | 2.48% | 715 | \$34,431 | HS Diploma |
| 21-1023 | Mental Health and Substance Abuse Social Workers | 1,600 | 2.43% | 253 | \$36,849 | Master's |
| 13-1161 | Market Research Analysts and Marketing Specialists | 8,970 | 2.21% | 1,328 | \$55,406 | Bachelor's |
| 27-2022 | Coaches and Scouts | 4,570 | 2.18% | 1,087 | \$32,693 | Bachelor's |
| 19-4021 | Biological Technicians | 1,340 | 2.17% | 182 | \$37,168 | Bachelor's |
| 15-1256 | Software Developers and Software Quality Assurance Analysts and Testers | 12,030 | 2.15% | 1,156 | \$90,910 | Bachelor's |
| 51-9198 | HelpersProduction Workers | 8,040 | 2.12% | 2,554 | \$30,714 | HS Diploma |
| 31-9011 | Massage Therapists | 2,200 | 2.12% | 364 | \$41,108 | Certificate/Diploma |
| 31-9091 | Dental Assistants | 5,680 | 2.11% | 913 | \$38,122 | Certificate/Diploma |
| 27-4011 | Audio and Video Technicians | 1,320 | 2.07% | 262 | \$47,798 | Certificate/Diploma |
| 49-2098 | Security and Fire Alarm Systems Installers | 1,540 | 2.00% | 257 | \$47,918 | HS Diploma |
| 43-5021 | Couriers and Messengers | 1,720 | 1.96% | 284 | \$30,231 | HS Diploma |
| 11-9111 | Medical and Health Services Managers | 9,820 | 1.87% | 1,207 | \$90,693 | Bachelor's |
| 33-9091 | Crossing Guards and Flaggers | 2,320 | 1.76% | 419 | \$32,079 | N/A |
| 43-4011 | Brokerage Clerks | 1,270 | 1.67% | 162 | \$42,785 | HS Diploma |

¹⁷ Standard Occupation Classification

Table 12 presents the top growth occupations for the East region. This region has large growth in substance abuse counselors, cutting and slicing machine setters, maintenance workers, and hairdressers.

Table 12: Top 15 High-Demand Occupations by Projected Growth: East

| SOC Code ²⁶ | Description | 2019 Jobs | Avg. Annual Percent Change | Annual Openings | Median Earnings | Typical Entry Level Education |
|---------------------------|---|--------------|-------------------------------------|--------------------|--------------------|----------------------------------|
| 21-1018 | Substance Abuse, Behavioral Disorder, and Mental Health Counselors | 610 | 4.23% | 140 | \$32,542 | Bachelor's |
| 51-9032 | Cutting and Slicing Machine Setters, Operators, and Tenders | 300 | 3.39% | 50 | \$35,162 | HS Diploma |
| 49-9043 | Maintenance Workers, Machinery | 530 | 2.92% | 140 | \$43,984 | HS Diploma |
| 39-5012 | Hairdressers, Hairstylists, and Cosmetologists | 1,350 | 2.81% | 310 | \$27,514 | Certificate/Diploma |
| 31-2021 | Physical Therapist Assistants | 510 | 2.73% | 95 | \$55,897 | Associate's |
| 31-9011 | Massage Therapists | 400 | 2.53% | 40 | \$38,145 | Certificate/Diploma |
| 41-9022 | Real Estate Sales Agents | 250 | 2.53% | 65 | \$45,084 | HS Diploma |
| 21-1013 | Marriage and Family Therapists | 250 | 2.47% | 25 | \$35,150 | Master's |
| 39-1098 | First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services | 490 | 2.40% | 120 | \$33,218 | HS Diploma |
| 11-9051 | Food Service Managers | 2,570 | 2.21% | 425 | \$47,911 | HS Diploma |
| 35-1011 | Chefs and Head Cooks | 360 | 2.17% | 160 | \$49,927 | HS Diploma |
| 27-1024 | Graphic Designers | 490 | 2.12% | 70 | \$40,028 | Bachelor's |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 1,230 | 2.12% | 215 | \$38,313 | Certificate/Diploma |
| 53-3052 | Bus Drivers, Transit and Intercity | 390 | 2.12% | 80 | \$31,067 | HS Diploma |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 4,240 | 2.10% | 625 | \$31,865 | HS Diploma |

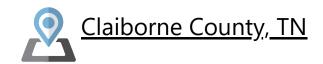
²⁶ Standard Occupation Classification

Occupational Employment and Wage Statistics (OEWS)

| Area | Time Period | Occupation | Occupation Code | Industry | Employment | 10th % | 25th % | Entry level | Median | Mean | Experienced | 75th % | 90th % |
|--------------|-------------|--|-----------------|-----------------------|------------|----------|----------|-------------|----------|----------|-------------|----------|----------|
| East TN | 2017 | Production | 510000 | Total, All Industries | 41,840 | \$20,108 | \$24,594 | \$22,109 | \$32,451 | \$35,837 | \$42,700 | \$42,749 | \$56,982 |
| Northeast TN | 2017 | Production | 510000 | Total, All Industries | 18,470 | \$21,976 | \$26,872 | \$24,180 | \$34,200 | \$37,936 | \$44,814 | \$45,772 | \$60,313 |
| East TN | 2017 | Heavy and Tractor-Trailer Truck Drivers | 533032 | Total, All Industries | 9,730 | \$24,752 | \$32,326 | \$27,936 | \$41,606 | \$42,961 | \$50,473 | \$53,565 | \$63,330 |
| Northeast TN | 2017 | Heavy and Tractor-Trailer Truck Drivers | 533032 | Total, All Industries | 3,410 | \$20,686 | \$25,405 | \$22,792 | \$33,994 | \$36,280 | \$43,024 | \$44,315 | \$58,244 |
| East TN | 2017 | Light Truck or Delivery Services Drivers | 533033 | Total, All Industries | 2,600 | \$18,107 | \$22,398 | \$19,924 | \$30,356 | \$34,855 | \$42,321 | \$39,556 | \$64,501 |
| Northeast TN | 2017 | Light Truck or Delivery Services Drivers | 533033 | Total, All Industries | 860 | \$18,372 | \$23,555 | \$20,573 | \$31,655 | \$35,869 | \$43,517 | \$43,688 | \$63,100 |

Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI
The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

Downloaded: Tue Sep 07 2021 17:29:03 GMT-0400 (Eastern Daylight Time)



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Claiborne County - Claiborne County is a county located in the U.S. state of Tennessee. As of the 2010 census, the population was 32,213. Its county seat is Tazewell.

Source: Multiple sources including Workforce Information Database and Wikipedia



Supply and Demand

80.42

Candidates available per job opening. 20,347 Candidates | 253 Job Openings

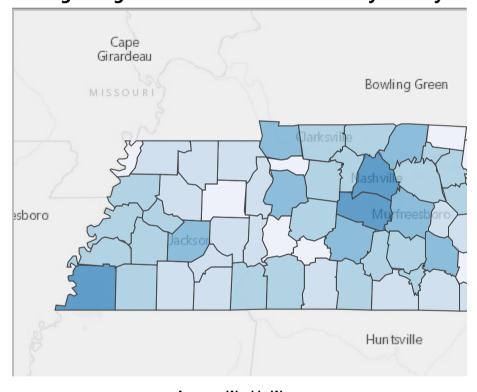
Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

Employers by Number of Job Openings

| Employer Name | Job Openings |
|---------------------------------|--------------|
| Lincoln Memorial University | <u>89</u> |
| Covenant Health | <u>23</u> |
| LHC Group Inc | <u>18</u> |
| Healthcare Services Group, Inc. | <u>12</u> |
| Food City | <u>11</u> |

Source: Online advertised jobs data

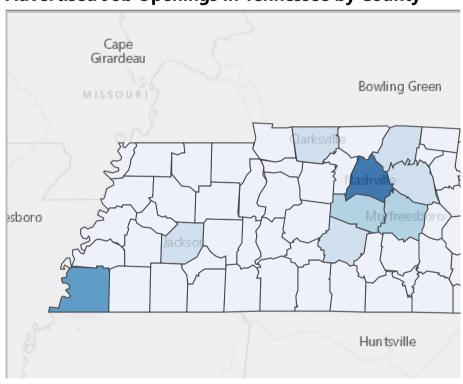
Average Wage Distribution in Tennessee by County



Average Weekly Wage



Advertised Job Openings in Tennessee by County



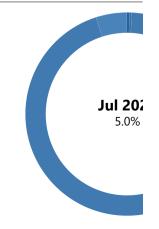
Job Openings



Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI

Source: Online advertised jobs data

Employment and Unemployment



Income Totals

0.4%of the state's income
Source: U.S. Bureau of Economic Analysis

Source: US Census Bureau



9/1/2021 JOBS4TN.GOV - Area Profile

Top Growing Occupations

Combined Food Preparation and N/A Serving Workers, Including Fast Food Cashiers Cashiers \$21,487 \$24,701 > Retail SalespersonsRetail Salespersons Waiters and WaitressesWaiters and \$18,460 Waitresses DriversHeavy and Tractor-Trailer Truck Heavy and Tractor-Trailer Truck **\$44,494 Drivers**

Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI and Occupational Employment and Wage Statistics (OEWS)
Program
Projection data represents East Region (No data available for Claiborne County, TN)
Wage data represents East Region (No data available for Claiborne County, TN)

= 700 Annual Openings

Employment and Wages

| Area | Number of Employees | Average Hourly Wage† | Average Weekly Wage | Average Annual Wage† |
|------------------|----------------------------|----------------------|---------------------|----------------------|
| Claiborne County | 8,927 | \$19.53 | \$781 | \$40,612 |
| East TN | 511,722 | \$26.65 | \$1,066 | \$55,432 |
| <u>Tennessee</u> | 2,987,914 | \$29.28 | \$1,171 | \$60,892 |

[†] Assumes a 40-hour week worked the year round.

Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI



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9/2/2021

Cocke County - Cocke County is a county in the U.S. state of Tennessee. As of the 2010 census, the population was 35,662. Its county seat is Newport. Cocke County comprises the Newport, Tennessee, Micropolitan Statistical Area and is part of the Knoxville-Sevierville-La Follette, TN, Combined Statistical Area.

Source: Multiple sources including Workforce Information Database and Wikipedia



Supply and Demand

Candidates available per job opening. 21,154 Candidates | 346 Job Openings

Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

Employers by Number of Job Openings

| Employer Name | Job Openings |
|--|---------------------|
| Food City K-VA-T Food Stores Inc | <u>35</u> |
| Community Health Systems, Inc. | <u>27</u> |
| Food City | <u>25</u> |
| Cracker Barrel Old Country Store, Inc. | <u>21</u> |
| Lowe's Companies, Inc | <u>16</u> |

Source: Online advertised jobs data

Advertised Job Openings in Tennessee by County

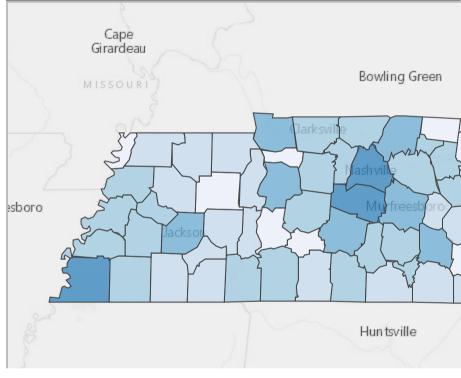
Cape

Girardeau

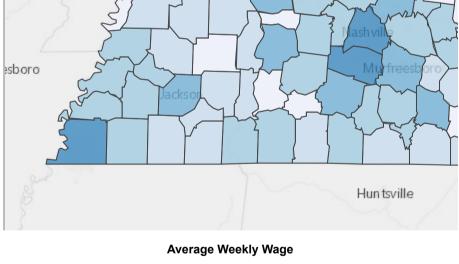
MISSOUR

esboro

Average Wage Distribution in Tennessee by County







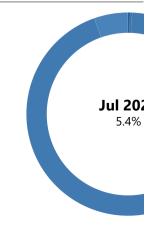
Job Openings 1 - 1,328 | 1,329 - 3,766 | 3,767 - 9,072 | 9,073 - 12,597 | 12,598 - 24,679 | 24,679 - 32,818

Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI

\$586 - \$772 | \$773 - \$886 | \$887 - \$1,007 | \$1,008 - \$1,189 | \$1,190 - \$1,508 | \$1,508 - \$1,706

Source: Online advertised jobs data

Employment and Unemployment



Income Totals

0.4% of the state's income Source: U.S. Bureau of Economic Analysis

○ Chat

Bowling Green

Hun tsville

9/2/2021 JOBS4TN.GOV - Area Profile

Top Growing Occupations

Combined Food Preparation and N/A Serving Workers, Including Fast Food Cashiers Cashiers \$21,487 \$24,701 Retail SalespersonsRetail Salespersons Waiters and WaitressesWaiters and **\$18,460** Waitresses
DriversHeavy and Tractor-Trailer Truck
Heavy and Tractor-Trailer Truck **\$44,494**

Drivers

Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI and Occupational Employment and Wage Statistics (OEWS)

Program

Projection data represents East Region (No data available for Cocke County, TN)

Wage data represents East Region (No data available for Cocke County, TN)

= 700 Annual Openings

Employment and Wages

| Area | Number of Employees | Average Hourly Wage [†] | Average Weekly Wage | Average Annual Wage† |
|------------------|----------------------------|----------------------------------|---------------------|----------------------|
| Cocke County | 7,353 | \$20.18 | \$807 | \$41,964 |
| East TN | 511,722 | \$26.65 | \$1,066 | \$55,432 |
| <u>Tennessee</u> | 2,987,914 | \$29.28 | \$1,171 | \$60,892 |
| | 1. 4 | 40 | | |

[†] Assumes a 40-hour week worked the year round.

Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI



View Full Report

Greene County - Greene County is a county in the U.S. state of Tennessee. As of the 2010 census, the population was 68,831. Its county seat is Greeneville, and the current county mayor is Alan Broyles (R).

Source: Multiple sources including Workforce Information Database and Wikipedia

| % | | | | |
|------|--------|------|-------|-------|
| 4.9% | Demand | 24K | 1.11% | \$36K |
| | High | High | High | Low |

Supply and Demand

21.08

Candidates available per job opening. 21,374 Candidates | 1,014 Job Openings

Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

Employers by Number of Job Openings

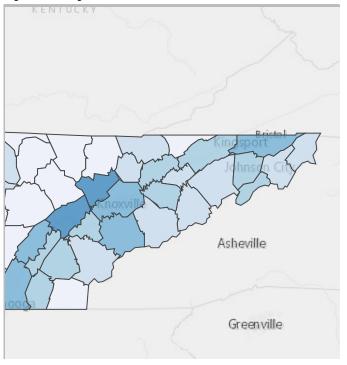
| Employer Name | Job |
|--------------------------|-----------|
| Employer Name | Openings |
| Ballad Health | <u>83</u> |
| American Greetings | 54 |
| Corporation, Inc | <u>54</u> |
| The MENTOR Network | <u>47</u> |
| American Greetings | <u>44</u> |
| Staffmark Investment LLC | <u>44</u> |

Source: Online advertised jobs data

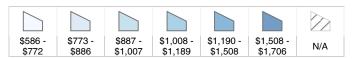


1 of 4 8/31/2021, 11:50 AM

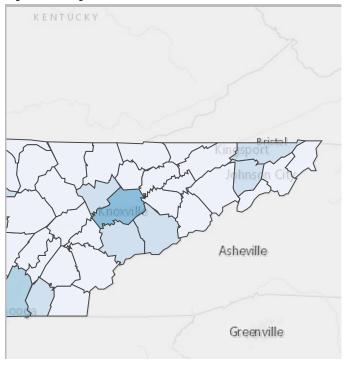
Average Wage Distribution in Tennessee by County



Average Weekly Wage



Advertised Job Openings in Tennessee by County



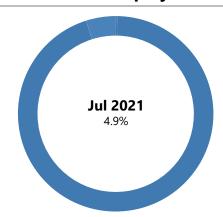
Job Openings

| | | | | | | \geq |
|-----------|------------------|------------------|-------------------|--------------------|--------------------|--------|
| 1 - 1,352 | 1,353 - 3,848 | 3,849 - 9,052 | 9,053 - 12,461 | 12,462 - 24,370 | 24,370 - 32,469 | N/A |

Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI

Source: Online advertised jobs data

Employment and Unemployment



Income Totals

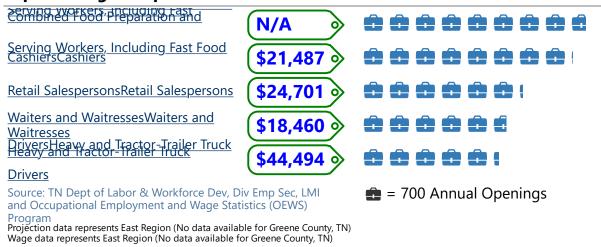
0.9%

of the state's income

Source: U.S. Bureau of Economic Analysis

Source: US Census Bureau

Top Growing Occupations



3 of 4 8/31/2021, 11:50 AM

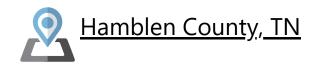
Employment and Wages

| Area | Number of Employees | Average Hourly Wage [†] | Average Weekly Wage | Average Annual Wage† |
|------------------|------------------------|-------------------------------------|------------------------|-------------------------|
| Greene County | 24,230 | \$21.73 | \$869 | \$45,188 |
| Northeast TN | 185,855 | \$24.83 | \$993 | \$51,636 |
| <u>Tennessee</u> | 2,987,914 | \$29.28 | \$1,171 | \$60,892 |

[†] Assumes a 40-hour week worked the year round.

Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI

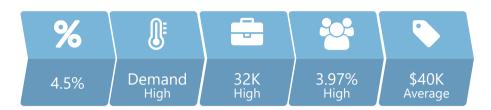
4 of 4 8/31/2021, 11:50 AM



View Full Report

Hamblen County - Hamblen County is a county located in the U.S. state of Tennessee. As of the 2010 census, the population was 62,544. Its county seat is Morristown. Hamblen County is part of the Morristown, Tennessee, Metropolitan Statistical Area as well as the Knoxville-Sevierville-La Follette, TN, Combined Statistical Area.

Source: Multiple sources including Workforce Information Database and Wikipedia



Supply and Demand

21.68

Candidates available per job opening. 21,482 Candidates | 991 Job Openings

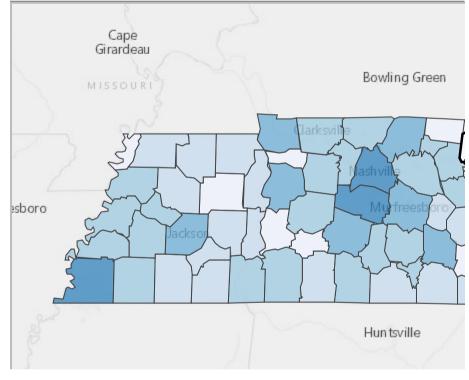
Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

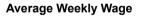
Employers by Number of Job Openings

| Employer Name | Job Openings |
|------------------------------------|--------------|
| Covenant Health | <u>95</u> |
| Food City | <u>38</u> |
| Life Care Centers of America | <u>29</u> |
| Food City K-VA-T Food Stores Inc | <u>25</u> |
| Texas Roadhouse, Inc. | <u>25</u> |

Source: Online advertised jobs data

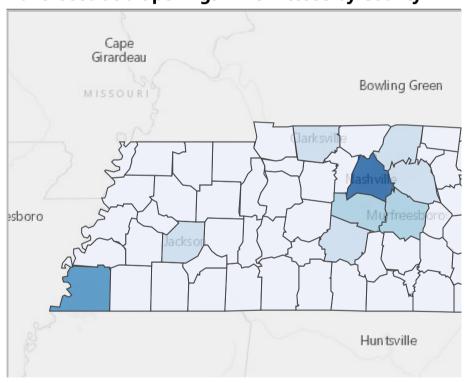
Average Wage Distribution in Tennessee by County







Advertised Job Openings in Tennessee by County



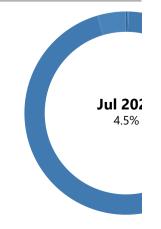
Job Openings



Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI

Source: Online advertised jobs data

Employment and Unemployment



Income Totals

0.8%of the state's income
Source: U.S. Bureau of Economic Analysis

Chat

9/1/2021 JOBS4TN.GOV - Area Profile

Top Growing Occupations

Combined Food Preparation and \$18,300 **>** Serving Workers, Including Fast Food Cashiers Cashiers \$18,550 \$23,010 Retail SalespersonsRetail Salespersons Waiters and WaitressesWaiters and \$18,610 Waitresses
DriversHeavy and Tractor-Trailer Truck
Heavy and Tractor-Trailer Truck **\$52,130 § Drivers**

Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI and Occupational Employment and Wage Statistics (OEWS)

Program

Projection data represents East Region (No data available for Hamblen County, TN)

Wage data represents Morristown, TN Metropolitan Statistical Area (No data available for Hamblen County, TN)

= 700 Annual Openings

Employment and Wages

| Area | Number of Employees | Average Hourly Wage† | Average Weekly Wage | Average Annual Wage† | |
|---|---------------------|----------------------|---------------------|----------------------|--|
| Hamblen County | 32,087 | \$21.70 | \$868 | \$45,136 | |
| East TN | 511,722 | \$26.65 | \$1,066 | \$55,432 | |
| <u>Tennessee</u> | 2,987,914 | \$29.28 | \$1,171 | \$60,892 | |
| † Assumes a 40-hour week worked the year round. | | | | | |

Assumes a 40-nour week worked the year round.

Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI



Jobs and Candidates Available

This section shows the number of job openings advertised online, as well as potential candidates in the workforce system in Claiborne County, TN on August 31, 2021 (Jobs De-duplication Level <u>2</u>).

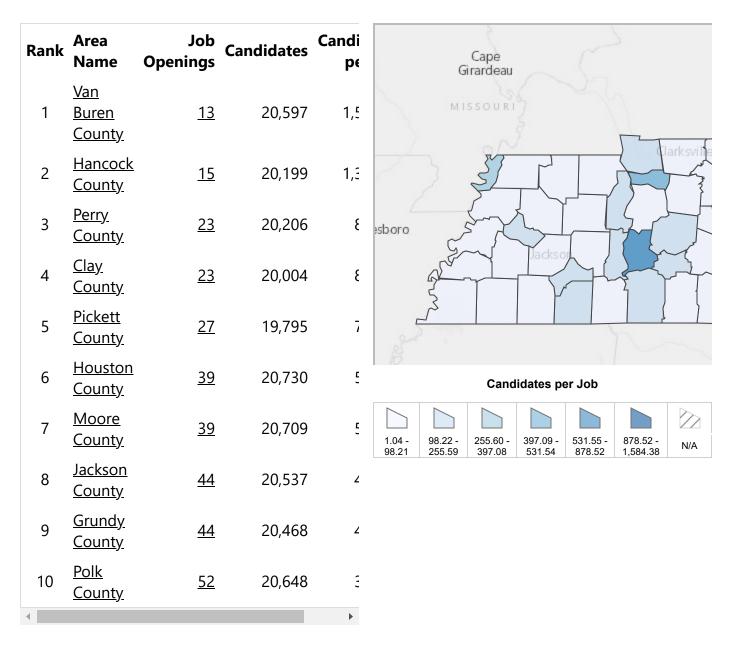
| Area Name | Job Openings | Candidates | Candidates per Job |
|------------------|--------------|------------|-----------------------|
| Claiborne County | <u>253</u> | 20,347 | 80.42 |

Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

Jobs and Candidates Area Distribution

This section shows the distribution number of job openings advertised online, as well as potential candidates in the workforce system in Tennessee by counties on August 31, 2021 (Jobs Deduplication Level <u>2</u>).





Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

Number of Unemployed per Job Opening

This section shows the non-seasonally adjusted number of unemployed, number of job openings advertised online, and the ratio of the number of unemployed to number of job openings advertised online in Claiborne County, TN in July, 2021 (Jobs De-duplication Level 2).

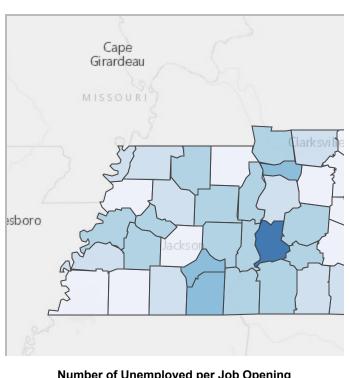
| Area | Unemployed . | Job Openings | Number of Unemployed per Job Opening | Preliminary |
|------------------|--------------|--------------|---|-------------|
| Claiborne County | 650 | 379 | 1.72 | Yes |

Source: US Census Bureau and Online advertised jobs data

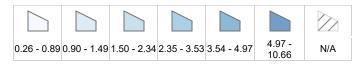
Number of Unemployed per Job Openings Distribution

This section shows the non-seasonally adjusted number of unemployed, number of job openings advertised online, and the ratio of the number of unemployed to number of job openings advertised online in Tennessee by County in July, 2021 (Jobs De-duplication Level 2).

| Rank | Area | Unemployed | Job Openings | Nı Une |
|------|---|------------|-----------------|-----------|
| 1 | <u>Perry</u> <u>County</u> | 309 | 29 | |
| 2 | <u>Clay</u> <u>County</u> | 154 | 31 | |
| 3 | <u>Grundy</u> <u>County</u> | 324 | 66 | |
| 4 | <u>Van</u> <u>Buren</u> <u>County</u> | 115 | 25 | |
| 5 | <u>Hancock</u> <u>County</u> | 127 | 30 | |
| 6 | <u>Jackson</u> <u>County</u> | 234 | 56 | |
| 7 | Fentress County | 328 | 85 | |
| 8 | <u>Grainger</u> <u>County</u> | 474 | 126 | |
| 9 | <u>Pickett</u> <u>County</u> | 106 | 30 | |
| 10 | <u>Meigs</u> <u>County</u> | 268 | 80 | |
| 4 | | | | • |



Number of Unemployed per Job Opening



Source: US Census Bureau and Online advertised jobs data

Number of Candidates and Openings for Jobs by Occupation

This section shows the occupations with the highest job openings advertised online in Claiborne County, TN on August 31, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Occupation | Median Wage | Job Openings | Potential Candidates | Potential Candidates Per Job Opening |
|------|---|----------------|-----------------|-------------------------|---|
| 1 | Licensed Practical and Licensed Vocational Nurses | N/A | <u>13</u> | 50 | 3.85 |
| 2 | Nursing Aides, Orderlies, and Attendants | N/A | <u>8</u> | 185 | 23.13 |
| 3 | Personal Care Aides | N/A | <u>8</u> | 172 | 21.50 |
| 4 | Producers and Directors | N/A | <u>8</u> | 85 | 10.63 |
| 5 | Registered Nurses | N/A | <u>8</u> | 88 | 11.00 |
| 6 | Database Administrators | N/A | <u>6</u> | 0 | N/A |
| 7 | Executive Secretaries and Executive Administrative Assistants | N/A | <u>6</u> | 119 | 19.83 |
| 8 | Education Administrators, Postsecondary | N/A | <u>4</u> | 24 | 6.00 |
| 9 | Educational, Guidance, School, and Vocational Counselors | N/A | <u>4</u> | 24 | 6.00 |
| 10 | Home Health Aides | N/A | <u>4</u> | 203 | 50.75 |

Job Source: Online advertised jobs data

Candidate Source: Individuals with active résumés in the workforce system. Wage Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI

Jobs and Candidates by Occupation Group

This section shows the distribution number of job openings advertised online, as well as potential candidates in the workforce system in Claiborne County, TN by occupation group on August 31, 2021 (Jobs De-duplication Level $\underline{2}$).

| Rank | Occupation Group | Job Openings | Candidates |
|------|--|--------------|------------|
| 1 | Healthcare Practitioners and Technical Occupations | <u>28</u> | 468 |
| 2 | Education, Training, and Library Occupations | <u>26</u> | 337 |
| 3 | Management Occupations | <u>21</u> | 2,044 |
| 4 | Healthcare Support Occupations | <u>14</u> | 732 |
| | | | |

| Rank | Occupation Group | Job Openings | Candidates |
|------|---|--------------|------------|
| 5 | Office and Administrative Support Occupations | <u>14</u> | 3,111 |
| 6 | Arts, Design, Entertainment, Sports, and Media Occ | <u>9</u> | 686 |
| 7 | Production Occupations | <u>9</u> | 1,710 |
| 8 | Community and Social Services Occupations | <u>8</u> | 255 |
| 9 | Food Preparation and Serving Related Occupations | <u>8</u> | 1,616 |
| 10 | Personal Care and Service Occupations | <u>8</u> | 833 |
| 11 | Sales and Related Occupations | <u>8</u> | 1,941 |
| 12 | <u>Transportation and Material Moving Occupations</u> | <u>8</u> | 2,225 |
| 13 | Computer and Mathematical Occupations | <u>6</u> | 597 |
| 14 | Building & Grounds Cleaning & Maintenance Occup. | <u>6</u> | 808 |
| 15 | Business and Financial Operations Occupations | <u>4</u> | 748 |
| 16 | Installation, Maintenance, and Repair Occupations | <u>4</u> | 762 |
| 17 | Life, Physical, and Social Science Occupations | <u>2</u> | 193 |
| 18 | Protective Service Occupations | <u>1</u> | 294 |
| 19 | Architecture and Engineering Occupations | 0 | 455 |
| 20 | <u>Legal Occupations</u> | 0 | 64 |
| 21 | Farming, Fishing, and Forestry Occupations | 0 | 71 |
| 22 | Construction and Extraction Occupations | 0 | 1,003 |
| 23 | Military Specific Occupations | 0 | 20 |
| 24 | Total other occupations | <u>69</u> | 0 |

Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

View more occupational videos on CareerOneStop



Jobs and Candidates Available

This section shows the number of job openings advertised online, as well as potential candidates in the workforce system in Cocke County, TN on September 1, 2021 (Jobs De-duplication Level $\underline{2}$).

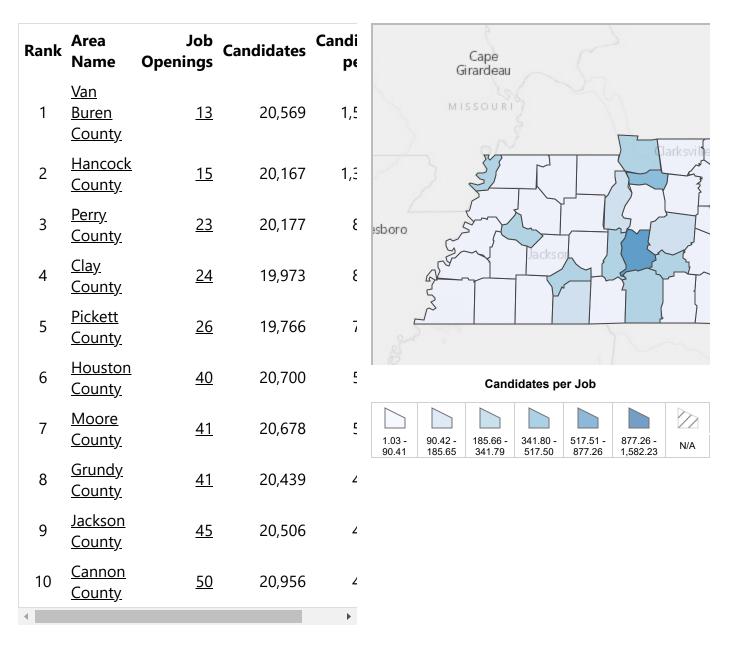
| Area Name | Job Openings | Candidates | Candidates per Job |
|--------------|--------------|------------|-----------------------|
| Cocke County | <u>346</u> | 21,154 | 61.14 |

Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

Jobs and Candidates Area Distribution

This section shows the distribution number of job openings advertised online, as well as potential candidates in the workforce system in Tennessee by counties on September 1, 2021 (Jobs Deduplication Level <u>2</u>).





Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

Number of Unemployed per Job Opening

This section shows the non-seasonally adjusted number of unemployed, number of job openings advertised online, and the ratio of the number of unemployed to number of job openings advertised online in Cocke County, TN in July, 2021 (Jobs De-duplication Level 2).

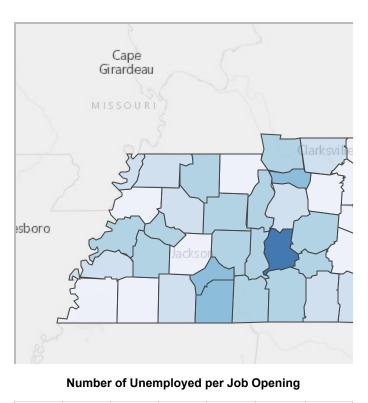
| Area | Unemployed | Job Openings | Number of Unemployed per Job Opening | Preliminary |
|--------------|------------|--------------|---|-------------|
| Cocke County | 799 | 461 | 1.73 | Yes |

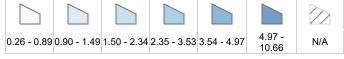
Source: US Census Bureau and Online advertised jobs data

Number of Unemployed per Job Openings Distribution

This section shows the non-seasonally adjusted number of unemployed, number of job openings advertised online, and the ratio of the number of unemployed to number of job openings advertised online in Tennessee by County in July, 2021 (Jobs De-duplication Level 2).

| Rank | Area | Unemployed | Job Openings | Nı Une |
|------|---|------------|-----------------|-----------|
| 1 | <u>Perry</u> <u>County</u> | 309 | 29 | |
| 2 | <u>Clay</u> <u>County</u> | 154 | 31 | |
| 3 | <u>Grundy</u> <u>County</u> | 324 | 66 | |
| 4 | <u>Van</u> <u>Buren</u> <u>County</u> | 115 | 25 | |
| 5 | <u>Hancock</u> <u>County</u> | 127 | 30 | |
| 6 | <u>Jackson</u> <u>County</u> | 234 | 56 | |
| 7 | Fentress County | 328 | 85 | |
| 8 | <u>Grainger</u> <u>County</u> | 474 | 126 | |
| 9 | <u>Pickett</u> <u>County</u> | 106 | 30 | |
| 10 | <u>Meigs</u> <u>County</u> | 268 | 80 | |
| 4 | | | | • |





Source: US Census Bureau and Online advertised jobs data

Number of Candidates and Openings for Jobs by Occupation

This section shows the occupations with the highest job openings advertised online in Cocke County, TN on September 1, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Occupation | Median Wage | Job Openings | Potential Candidates | Potential Candidates Per Job Opening |
|------|--|----------------|-----------------|-------------------------|---|
| 1 | Registered Nurses | N/A | <u>30</u> | 87 | 2.90 |
| 2 | Physicians and Surgeons, All Other | N/A | <u>13</u> | 0 | N/A |
| 3 | Licensed Practical and Licensed Vocational Nurses | N/A | <u>10</u> | 47 | 4.70 |
| 4 | Personal Care Aides | N/A | <u>10</u> | 177 | 17.70 |
| 5 | Insurance Sales Agents | N/A | <u>9</u> | 33 | 3.67 |
| 6 | Nursing Aides, Orderlies, and Attendants | N/A | <u>9</u> | 195 | 21.67 |
| 7 | Home Health Aides | N/A | <u>7</u> | 212 | 30.29 |
| 8 | Combined Food Preparation and Serving Workers, Including Fast Food | N/A | <u>6</u> | 214 | 35.67 |
| 9 | First-Line Supervisors of Retail Sales Workers | N/A | <u>6</u> | 181 | 30.17 |
| 10 | General and Operations Managers | N/A | <u>6</u> | 251 | 41.83 |

Job Source: Online advertised jobs data

Candidate Source: Individuals with active résumés in the workforce system.

Wage Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI

Jobs and Candidates by Occupation Group

This section shows the distribution number of job openings advertised online, as well as potential candidates in the workforce system in Cocke County, TN by occupation group on September 1, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Occupation Group | Job Openings | Candidates |
|------|---|--------------|------------|
| 1 | Healthcare Practitioners and Technical Occupations | <u>69</u> | 472 |
| 2 | Sales and Related Occupations | <u>31</u> | 2,036 |
| 3 | Management Occupations | <u>19</u> | 2,126 |
| 4 | <u>Transportation and Material Moving Occupations</u> | <u>19</u> | 2,272 |
| | | | |

| Rank | Occupation Group | Job Openings | Candidates |
|------|--|--------------|------------|
| 5 | Healthcare Support Occupations | <u>17</u> | 770 |
| 6 | Production Occupations | <u>17</u> | 1,803 |
| 7 | Food Preparation and Serving Related Occupations | <u>16</u> | 1,683 |
| 8 | Building & Grounds Cleaning & Maintenance Occup. | <u>12</u> | 854 |
| 9 | Personal Care and Service Occupations | <u>12</u> | 853 |
| 10 | Office and Administrative Support Occupations | <u>12</u> | 3,225 |
| 11 | Protective Service Occupations | <u>6</u> | 307 |
| 12 | Business and Financial Operations Occupations | <u>5</u> | 773 |
| 13 | Architecture and Engineering Occupations | <u>3</u> | 490 |
| 14 | Life, Physical, and Social Science Occupations | <u>3</u> | 198 |
| 15 | Arts, Design, Entertainment, Sports, and Media Occ | <u>3</u> | 702 |
| 16 | Farming, Fishing, and Forestry Occupations | <u>3</u> | 75 |
| 17 | Construction and Extraction Occupations | <u>3</u> | 1,040 |
| 18 | Installation, Maintenance, and Repair Occupations | <u>3</u> | 806 |
| 19 | Community and Social Services Occupations | <u>2</u> | 264 |
| 20 | Education, Training, and Library Occupations | <u>2</u> | 351 |
| 21 | Computer and Mathematical Occupations | 0 | 621 |
| 22 | <u>Legal Occupations</u> | 0 | 66 |
| 23 | Military Specific Occupations | 0 | 21 |
| 24 | Total other occupations | <u>89</u> | 0 |

Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

View more occupational videos on CareerOneStop



Jobs and Candidates Available

This section shows the number of job openings and green jobs advertised online, as well as potential candidates in the workforce system in Greene County, TN on September 1, 2021 (Jobs Deduplication Level <u>2</u>).

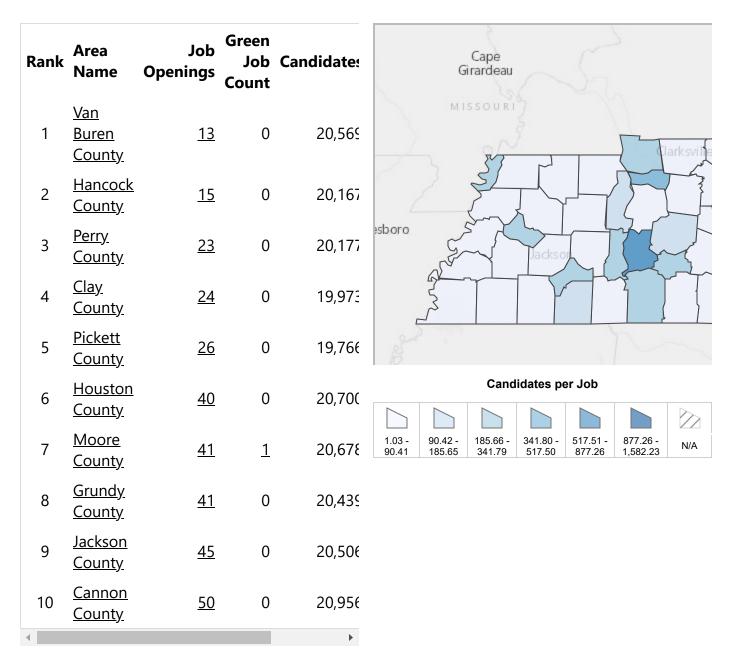
| Area Name | Job Openings | Green Job Count | Candidates | Candidates per Job |
|---------------|-----------------|--------------------|------------|-----------------------|
| Greene County | <u>1,057</u> | <u>4</u> | 21,305 | 20.16 |

Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

Jobs and Candidates Area Distribution

This section shows the distribution number of job openings and green jobs advertised online, as well as potential candidates in the workforce system in Tennessee by counties on September 1, 2021 (Jobs De-duplication Level $\underline{2}$).





Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

Number of Unemployed per Job Opening

This section shows the non-seasonally adjusted number of unemployed, number of job openings advertised online, and the ratio of the number of unemployed to number of job openings advertised online in Greene County, TN in July, 2021 (Jobs De-duplication Level 2).

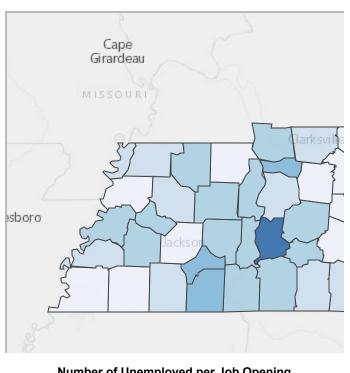
| Area | Unemployed | Job Openings | Number of Unemployed per Job Opening | Preliminary |
|---------------|------------|--------------|---|-------------|
| Greene County | 1,389 | 1,912 | 0.73 | Yes |

Source: US Census Bureau and Online advertised jobs data

Number of Unemployed per Job Openings Distribution

This section shows the non-seasonally adjusted number of unemployed, number of job openings advertised online, and the ratio of the number of unemployed to number of job openings advertised online in Tennessee by County in July, 2021 (Jobs De-duplication Level 2).

| Rank | Area | Unemployed | Job Openings | Nı Une |
|------|---|------------|-----------------|-----------|
| 1 | <u>Perry</u> <u>County</u> | 309 | 29 | |
| 2 | <u>Clay</u> <u>County</u> | 154 | 31 | |
| 3 | <u>Grundy</u> <u>County</u> | 324 | 66 | |
| 4 | <u>Van</u> <u>Buren</u> <u>County</u> | 115 | 25 | |
| 5 | <u>Hancock</u> <u>County</u> | 127 | 30 | |
| 6 | <u>Jackson</u> <u>County</u> | 234 | 56 | |
| 7 | Fentress County | 328 | 85 | |
| 8 | <u>Grainger</u> <u>County</u> | 474 | 126 | |
| 9 | <u>Pickett</u> <u>County</u> | 106 | 30 | |
| 10 | <u>Meigs</u> <u>County</u> | 268 | 80 | |
| 4 | | | | • |



Number of Unemployed per Job Opening



Source: US Census Bureau and Online advertised jobs data

Number of Candidates and Openings for Jobs by Occupation

This section shows the occupations with the highest job openings advertised online in Greene County, TN on September 1, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Occupation | Median Wage | Job Openings | Potential Candidates | Potential Candidates Per Job Opening |
|------|---|----------------|-----------------|-------------------------|---|
| 1 | Registered Nurses | N/A | <u>67</u> | 91 | 1.36 |
| 2 | Licensed Practical and Licensed Vocational Nurses | N/A | <u>47</u> | 53 | 1.13 |
| 3 | Industrial Truck and Tractor Operators | N/A | <u>39</u> | 224 | 5.74 |
| 4 | Production Workers, All Other | N/A | <u>32</u> | 249 | 7.78 |
| 5 | Laborers and Freight, Stock, and Material Movers, Hand | N/A | <u>26</u> | 824 | 31.69 |
| 6 | Nursing Aides, Orderlies, and Attendants | N/A | <u>23</u> | 194 | 8.43 |
| 7 | First-Line Supervisors of Food Preparation and Serving Workers | N/A | <u>21</u> | 89 | 4.24 |
| 8 | Heavy and Tractor-Trailer Truck Drivers | N/A | <u>18</u> | 202 | 11.22 |
| 9 | Customer Service Representatives | N/A | <u>17</u> | 964 | 56.71 |
| 10 | Home Health Aides | N/A | <u>17</u> | 211 | 12.41 |

Job Source: Online advertised jobs data

Candidate Source: Individuals with active résumés in the workforce system. Wage Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI

Jobs and Candidates by Occupation Group

This section shows the distribution number of job openings and green jobs advertised online, as well as potential candidates in the workforce system in Greene County, TN by occupation group on September 1, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Occupation Group | Job Openings | Green Job Count | Candidates |
|------|---|-----------------|--------------------|------------|
| 1 | Healthcare Practitioners and Technical Occupations | <u>158</u> | <u>1</u> | 484 |
| 2 | Production Occupations | <u>158</u> | 0 | 1,907 |

| Rank | Occupation Group | Job Openings | Green Job Count | Candidates |
|------|---|-----------------|--------------------|------------|
| 3 | <u>Transportation and Material Moving</u> <u>Occupations</u> | <u>111</u> | <u>2</u> | 2,299 |
| 4 | Office and Administrative Support Occupations | <u>72</u> | 0 | 3,301 |
| 5 | Sales and Related Occupations | <u>49</u> | 0 | 2,045 |
| 6 | Healthcare Support Occupations | <u>46</u> | 0 | 760 |
| 7 | Management Occupations | <u>38</u> | 0 | 2,109 |
| 8 | Food Preparation and Serving Related Occupations | <u>35</u> | 0 | 1,655 |
| 9 | Building & Grounds Cleaning & Maintenance Occup. | <u>25</u> | 0 | 856 |
| 10 | Business and Financial Operations Occupations | <u>19</u> | 0 | 769 |
| 11 | Construction and Extraction Occupations | <u>18</u> | 0 | 1,057 |
| 12 | <u>Arts, Design, Entertainment, Sports, and</u> <u>Media Occ</u> | <u>17</u> | 0 | 696 |
| 13 | Personal Care and Service Occupations | <u>16</u> | 0 | 853 |
| 14 | Installation, Maintenance, and Repair Occupations | <u>15</u> | 0 | 830 |
| 15 | Education, Training, and Library Occupations | <u>11</u> | 0 | 349 |
| 16 | Community and Social Services Occupations | <u>9</u> | 0 | 276 |
| 17 | Architecture and Engineering Occupations | <u>7</u> | 0 | 468 |
| 18 | Computer and Mathematical Occupations | <u>6</u> | 0 | 617 |
| 19 | <u>Life, Physical, and Social Science</u> <u>Occupations</u> | <u>6</u> | <u>1</u> | 199 |
| 20 | Protective Service Occupations | <u>4</u> | 0 | 307 |
| 21 | Farming, Fishing, and Forestry Occupations | <u>3</u> | 0 | 76 |
| 22 | <u>Legal Occupations</u> | 0 | 0 | 65 |
| 23 | Military Specific Occupations | 0 | 0 | 22 |
| 24 | Total other occupations | <u>234</u> | 0 | 0 |

Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

| | _ |
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| View more occupational videos on CareerO | neStop |



Jobs and Candidates Available

This section shows the number of job openings advertised online, as well as potential candidates in the workforce system in Hamblen County, TN on August 31, 2021 (Jobs De-duplication Level 2).

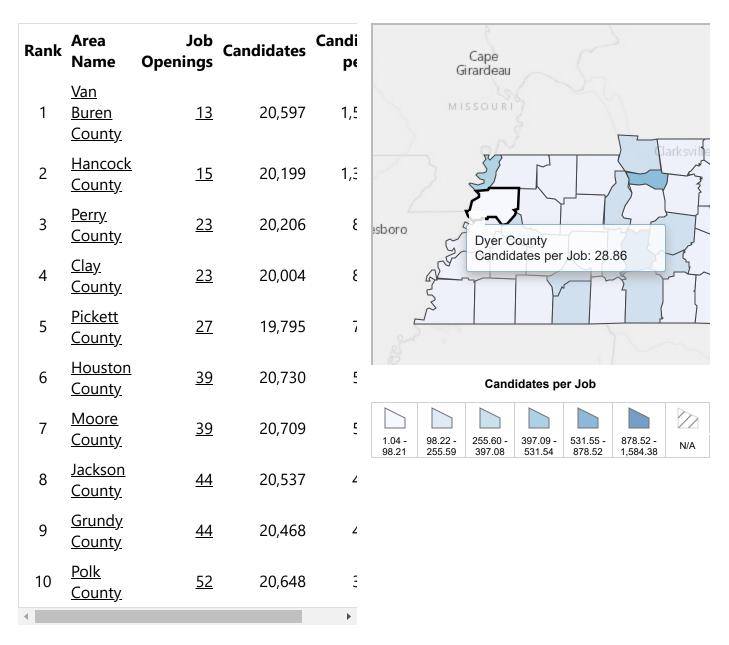
| Area Name | Job Openings | Candidates | Candidates per Job |
|----------------|--------------|------------|-----------------------|
| Hamblen County | <u>991</u> | 21,482 | 21.68 |

Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

Jobs and Candidates Area Distribution

This section shows the distribution number of job openings advertised online, as well as potential candidates in the workforce system in Tennessee by counties on August 31, 2021 (Jobs Deduplication Level <u>2</u>).





Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

Number of Unemployed per Job Opening

This section shows the non-seasonally adjusted number of unemployed, number of job openings advertised online, and the ratio of the number of unemployed to number of job openings advertised online in Hamblen County, TN in July, 2021 (Jobs De-duplication Level 2).

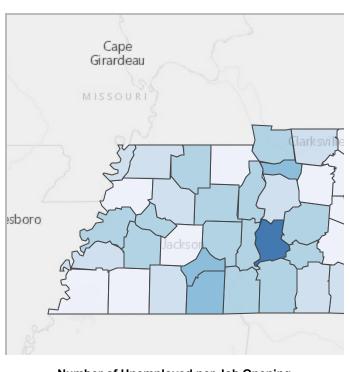
| Area | Unemployed | Job Openings | Number of Unemployed per Job Opening | Preliminary |
|----------------|------------|--------------|---|-------------|
| Hamblen County | 1,291 | 1,611 | 0.80 | Yes |

Source: US Census Bureau and Online advertised jobs data

Number of Unemployed per Job Openings Distribution

This section shows the non-seasonally adjusted number of unemployed, number of job openings advertised online, and the ratio of the number of unemployed to number of job openings advertised online in Tennessee by County in July, 2021 (Jobs De-duplication Level 2).

| Rank | Area | Unemployed | Job Openings | Nı Une |
|------|---|------------|-----------------|-----------|
| 1 | <u>Perry</u> <u>County</u> | 309 | 29 | |
| 2 | <u>Clay</u> <u>County</u> | 154 | 31 | |
| 3 | <u>Grundy</u> <u>County</u> | 324 | 66 | |
| 4 | <u>Van</u> <u>Buren</u> <u>County</u> | 115 | 25 | |
| 5 | Hancock County | 127 | 30 | |
| 6 | <u>Jackson</u> <u>County</u> | 234 | 56 | |
| 7 | Fentress County | 328 | 85 | |
| 8 | <u>Grainger</u> <u>County</u> | 474 | 126 | |
| 9 | <u>Pickett</u> <u>County</u> | 106 | 30 | |
| 10 | <u>Meigs</u> <u>County</u> | 268 | 80 | |
| 4 | | | | • |



Number of Unemployed per Job Opening



Source: US Census Bureau and Online advertised jobs data

Number of Candidates and Openings for Jobs by Occupation

This section shows the occupations with the highest job openings advertised online in Hamblen County, TN on August 31, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Occupation | Median Wage | Job Openings | Potential Candidates | Potential Candidates Per Job Opening |
|------|--|----------------|-----------------|-------------------------|---|
| 1 | Registered Nurses | N/A | <u>48</u> | 90 | 1.88 |
| 2 | Retail Salespersons | N/A | <u>29</u> | 361 | 12.45 |
| 3 | Customer Service Representatives | N/A | <u>23</u> | 964 | 41.91 |
| 4 | Licensed Practical and Licensed Vocational Nurses | N/A | <u>23</u> | 51 | 2.22 |
| 5 | Stock Clerks and Order Fillers | N/A | <u>23</u> | 433 | 18.83 |
| 6 | Cashiers | N/A | <u>20</u> | 873 | 43.65 |
| 7 | First-Line Supervisors of Retail Sales Workers | N/A | <u>19</u> | 184 | 9.68 |
| 8 | Personal Care Aides | N/A | <u>18</u> | 181 | 10.06 |
| 9 | Heavy and Tractor-Trailer Truck Drivers | N/A | <u>17</u> | 205 | 12.06 |
| 10 | Combined Food Preparation and Serving Workers, Including Fast Food | N/A | <u>16</u> | 219 | 13.69 |

Job Source: Online advertised jobs data

Candidate Source: Individuals with active résumés in the workforce system. Wage Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI

Jobs and Candidates by Occupation Group

This section shows the distribution number of job openings advertised online, as well as potential candidates in the workforce system in Hamblen County, TN by occupation group on August 31, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Occupation Group | Job Openings | Candidates |
|------|---|--------------|------------|
| 1 | Healthcare Practitioners and Technical Occupations | <u>129</u> | 484 |
| 2 | Production Occupations | <u>92</u> | 1,956 |
| 3 | Sales and Related Occupations | <u>84</u> | 2,059 |
| 4 | <u>Transportation and Material Moving Occupations</u> | <u>67</u> | 2,316 |
| | | | |

| Rank | Occupation Group | Job Openings | Candidates |
|------|--|--------------|------------|
| 5 | Office and Administrative Support Occupations | <u>66</u> | 3,318 |
| 6 | Management Occupations | <u>54</u> | 2,115 |
| 7 | Food Preparation and Serving Related Occupations | <u>53</u> | 1,697 |
| 8 | Personal Care and Service Occupations | <u>28</u> | 856 |
| 9 | Healthcare Support Occupations | <u>27</u> | 773 |
| 10 | Installation, Maintenance, and Repair Occupations | <u>24</u> | 826 |
| 11 | Architecture and Engineering Occupations | <u>19</u> | 475 |
| 12 | Building & Grounds Cleaning & Maintenance Occup. | <u>19</u> | 873 |
| 13 | Arts, Design, Entertainment, Sports, and Media Occ | <u>13</u> | 701 |
| 14 | Computer and Mathematical Occupations | <u>10</u> | 613 |
| 15 | Community and Social Services Occupations | <u>10</u> | 268 |
| 16 | Education, Training, and Library Occupations | <u>10</u> | 342 |
| 17 | Business and Financial Operations Occupations | <u>9</u> | 774 |
| 18 | Life, Physical, and Social Science Occupations | <u>7</u> | 203 |
| 19 | Construction and Extraction Occupations | <u>7</u> | 1,041 |
| 20 | Protective Service Occupations | <u>5</u> | 309 |
| 21 | Farming, Fishing, and Forestry Occupations | <u>2</u> | 74 |
| 22 | <u>Legal Occupations</u> | 0 | 68 |
| 23 | Military Specific Occupations | 0 | 22 |
| 24 | Total other occupations | <u>256</u> | 0 |

Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.

| View more occupational videos on CareerC | <u>neStop</u> |
|--|---------------|

Walters State Community College TIME Manufacturing Initiative Application Appendix to Statement of Need Living Wage Calculator Data for Specific Counties

Claiborne County

| | 1 ADULT | | | 2 ADULTS (1 WORKING) | | | 2 ADULTS (BOTH WORK) | | | | |
|-----------------|------------|---------|------------|----------------------|------------|---------|----------------------|------------|------------|---------|------------|
| | 0 Children | 1 Child | 2 Children | 3 Children | 0 Children | 1 Child | 2 Children | 3 Children | 0 Children | 1 Child | 2 Children |
| Living Wage | \$12.12 | \$24.24 | \$29.54 | \$36.96 | \$20.07 | \$24.03 | \$27.42 | \$28.65 | \$10.04 | \$13.43 | \$16.54 |
| Poverty Wage | \$6.13 | \$8.29 | \$10.44 | \$12.60 | \$8.29 | \$10.44 | \$12.60 | \$14.75 | \$4.14 | \$5.22 | \$6.30 |
| Minimum Wage | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 |

Cocke County

| | 1 ADULT | | | 2 ADULTS (1 WORKING) | | | 2 ADULTS (BOTH WORKING | | | | |
|-----------------|------------|---------|------------|----------------------|------------|---------|------------------------|------------|------------|---------|------------|
| | 0 Children | 1 Child | 2 Children | 3 Children | 0 Children | 1 Child | 2 Children | 3 Children | 0 Children | 1 Child | 2 Children |
| Living Wage | \$12.12 | \$24.24 | \$29.54 | \$37.81 | \$19.88 | \$24.03 | \$27.42 | \$29.50 | \$9.94 | \$13.43 | \$16.54 |
| Poverty Wage | \$6.13 | \$8.29 | \$10.44 | \$12.60 | \$8.29 | \$10.44 | \$12.60 | \$14.75 | \$4.14 | \$5.22 | \$6.30 |
| Minimum Wage | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 |

Greene County

| | 1 ADULT | | | 2 ADULTS (1 WORKING) | | | 2 ADULTS (BOTH WORKI | | | | |
|-----------------|------------|---------|------------|----------------------|------------|---------|----------------------|------------|------------|---------|------------|
| | 0 Children | 1 Child | 2 Children | 3 Children | 0 Children | 1 Child | 2 Children | 3 Children | 0 Children | 1 Child | 2 Children |
| Living Wage | \$12.24 | \$24.94 | \$30.94 | \$39.58 | \$20.03 | \$24.03 | \$27.42 | \$29.16 | \$10.01 | \$13.78 | \$17.24 |
| Poverty Wage | \$6.13 | \$8.29 | \$10.44 | \$12.60 | \$8.29 | \$10.44 | \$12.60 | \$14.75 | \$4.14 | \$5.22 | \$6.30 |
| Minimum Wage | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 |

Hamblen County

| | 1 ADULT | | | 2 ADULTS (1 WORKING) | | | 2 ADULTS (BOTH WORK) | | | | |
|-----------------|------------|---------|------------|----------------------|------------|---------|----------------------|------------|------------|---------|------------|
| | 0 Children | 1 Child | 2 Children | 3 Children | 0 Children | 1 Child | 2 Children | 3 Children | 0 Children | 1 Child | 2 Children |
| Living Wage | \$12.56 | \$24.84 | \$30.13 | \$38.21 | \$20.33 | \$24.63 | \$28.02 | \$29.91 | \$10.17 | \$13.72 | \$16.83 |
| Poverty Wage | \$6.13 | \$8.29 | \$10.44 | \$12.60 | \$8.29 | \$10.44 | \$12.60 | \$14.75 | \$4.14 | \$5.22 | \$6.30 |
| Minimum Wage | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 | \$7.25 |



Jobs Available

This section shows the number of job openings and green jobs advertised online in Claiborne County, TN on August 31, 2021 (Jobs De-duplication Level <u>2</u>).

| Area Name | Job Openings | Green Job Count |
|------------------|--------------|------------------------|
| Claiborne County | <u>253</u> | <u>17</u> |

Source: Online advertised jobs data

Monthly Job Count

The table below shows the number of job openings and green jobs advertised online in Claiborne County, TN in July, 2021 (Jobs De-duplication Level 2).

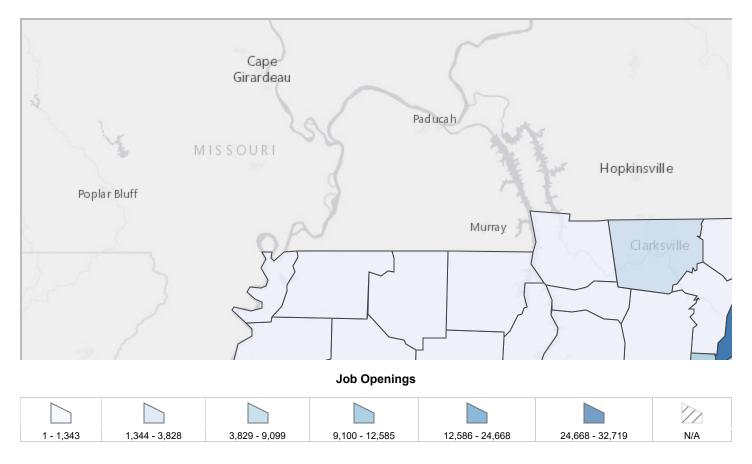
| Area | Job Openings | Green Job Count |
|------------------|--------------|------------------------|
| Claiborne County | 379 | 25 |

Source: Online advertised jobs data

Jobs Area Distribution

This section shows the distribution number of job openings and green jobs advertised online in Tennessee by counties on August 31, 2021 (Jobs De-duplication Level <u>2</u>).





Advertised Job Skills

This section shows the top advertised detailed job skills found in job openings advertised online in Claiborne County, TN in July, 2021. (Jobs De-duplication Level 1)

| Rank | Advertised Detailed Job Skill | Advertised Skill Group | Job Opening Match Count |
|------|-------------------------------|-------------------------|----------------------------|
| 1 | Customer service | Customer Service Skills | <u>137</u> |
| 2 | Must be flexible | Basic Skills | <u>76</u> |
| 3 | Positive attitude | Interpersonal Skills | <u>49</u> |
| 4 | Mops floors | Housekeeper Skills | <u>37</u> |
| 5 | Interpersonal skills | Interpersonal Skills | <u>28</u> |
| 6 | Conflict management | Interpersonal Skills | <u>27</u> |
| 7 | Customer advocate | Account Manager Skills | <u>24</u> |
| 8 | Problem solving | Basic Skills | <u>18</u> |

| Rank | Advertised Detailed Job Skill | Advertised Skill Group | Job Opening Match Count |
|------|-------------------------------|------------------------|----------------------------|
| 9 | Work independently | Basic Skills | <u>16</u> |
| 10 | Organizational skills | Basic Skills | <u>14</u> |

Advertised Tools and Technology

This section shows the top advertised detailed tools and technologies found in job openings advertised online in Claiborne County, TN in July, 2021. (Jobs De-duplication Level 1)

| Rank | Advertised Detailed Tool or Technology | Advertised Tool and Technology Group | Job Opening Match Count |
|------|--|---|----------------------------|
| 1 | Constant Contact | Customer Relationship Management (CRM) Software | <u>62</u> |
| 2 | Motor vehicles | Automobiles or Cars | <u>37</u> |
| 3 | Masks | Medical Staff Isolation or Surgical Masks | <u>14</u> |
| 4 | Cash Register | Cash Registers | <u>12</u> |
| 5 | Personal protective equipment | Hazardous Material Protective Apparel | <u>11</u> |
| 6 | Microsoft (MS) Office | Office Suite Software | 8 |
| 7 | Foley catheters | Urethral Urinary Catheters | <u>6</u> |
| 8 | Paging System | Paging Controllers | <u>6</u> |
| 9 | Freezers | Ultra Cold or Ultralow Upright Cabinets/Freezers | <u>6</u> |
| 10 | Pipettes | Dropping Pipettes | <u>4</u> |

Source: Online advertised jobs data

Industries by Advertised Jobs

This section shows the industries with the highest job openings and green jobs advertised online in Claiborne County, TN on on August 31, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Industry | Job Openings | Green Job Count |
|------|----------------------|--------------|--------------------|
| 1 | Educational Services | <u>90</u> | <u>13</u> |

| Rank | Industry | Job Openings | Green Job Count |
|------|--|--------------|--------------------|
| 2 | Health Care and Social Assistance | <u>66</u> | 0 |
| 3 | Retail Trade | <u>25</u> | 0 |
| 4 | Professional, Scientific, and Technical Services | <u>12</u> | <u>4</u> |
| 5 | Other Services (except Public Administration) | <u>9</u> | 0 |
| 6 | Finance and Insurance | <u>9</u> | 0 |
| 7 | Transportation and Warehousing | <u>5</u> | 0 |
| 8 | Information | <u>2</u> | 0 |
| 9 | Manufacturing | <u>2</u> | 0 |
| 10 | Unclassified establishments | <u>31</u> | 0 |

Occupations by Advertised Jobs

This section shows the occupations with the highest number of job openings and green jobs advertised online in Claiborne County, TN on August 31, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Occupation | Job Openings | Green Job Count |
|------|--|--------------|--------------------|
| 1 | Licensed Practical and Licensed Vocational Nurses | <u>13</u> | 0 |
| 2 | Nursing Assistants > | <u>8</u> | 0 |
| 3 | <u>Directors- Stage, Motion Pictures, Television, and</u> <u>Radio</u> | <u>8</u> | <u>2</u> |
| 4 | Registered Nurses > | <u>8</u> | 0 |
| 5 | Personal Care Aides | <u>8</u> | 0 |
| 6 | Executive Secretaries and Executive Administrative Assistants • | <u>6</u> | 0 |
| 7 | Database Administrators | <u>6</u> | 0 |
| 8 | Nursing Instructors and Teachers, Postsecondary. | <u>4</u> | 0 |
| 9 | Educational, Guidance, School, and Vocational Counselors • • | <u>4</u> | 0 |
| 10 | Education Administrators, Postsecondary. | <u>4</u> | <u>2</u> |

☼ BRIGHT OUTLOOK NATIONALLY
☼ BRIGHT OUTLOOK STATEWIDE

Source: Online advertised jobs data

Jobs by Occupation Group

This section shows the distribution number of job openings and green jobs advertised online in Claiborne County, TN by occupation group on August 31, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Occupation Group | Job Openings | Green Job Count |
|------|---|--------------|--------------------|
| 1 | Healthcare Practitioners and Technical Occupations | <u>28</u> | 0 |
| 2 | Education, Training, and Library Occupations | <u>26</u> | <u>5</u> |
| 3 | Management Occupations | <u>21</u> | <u>2</u> |
| 4 | Healthcare Support Occupations | <u>14</u> | 0 |
| 5 | Office and Administrative Support Occupations | <u>14</u> | 0 |
| 6 | Arts, Design, Entertainment, Sports, and Media Occ | <u>9</u> | <u>2</u> |
| 7 | Production Occupations | <u>9</u> | 0 |
| 8 | Community and Social Services Occupations | <u>8</u> | 0 |
| 9 | Food Preparation and Serving Related Occupations | <u>8</u> | 0 |
| 10 | Personal Care and Service Occupations | <u>8</u> | 0 |
| 11 | Sales and Related Occupations | <u>8</u> | 0 |
| 12 | <u>Transportation and Material Moving Occupations</u> | <u>8</u> | 0 |
| 13 | Computer and Mathematical Occupations | <u>6</u> | 0 |
| 14 | Building & Grounds Cleaning & Maintenance Occup. | <u>6</u> | 0 |
| 15 | Business and Financial Operations Occupations | <u>4</u> | 0 |
| 16 | Installation, Maintenance, and Repair Occupations | <u>4</u> | 0 |
| 17 | Life, Physical, and Social Science Occupations | <u>2</u> | <u>1</u> |
| 18 | Protective Service Occupations | <u>1</u> | <u>1</u> |
| 19 | Total other occupations | <u>69</u> | <u>6</u> |

Source: Online advertised jobs data

Employers by Number of Job Openings

This section shows the employers with the highest number of job openings and green jobs advertised online in Claiborne County, TN on August 31, 2021 (Jobs De-duplication Level $\underline{2}$).

| Rank | Employer Name | Job Openings | Green Job Count |
|------|-----------------------------|--------------|--------------------|
| 1 | Lincoln Memorial University | <u>89</u> | <u>13</u> |

| Rank | Employer Name | Job Openings | Green Job Count |
|------|--------------------------|--------------|--------------------|
| 2 | Commercial Bank | <u>8</u> | <u>1</u> |
| 3 | Amedisys, Inc. | <u>8</u> | 0 |
| 4 | SGS North America, Inc. | <u>6</u> | <u>6</u> |
| 5 | Addus HomeCare, Inc. | <u>5</u> | 0 |
| 6 | Amedisys Holding, LLC | <u>5</u> | 0 |
| 7 | A Services Group | <u>3</u> | 0 |
| 8 | Advance Auto Parts, Inc. | <u>3</u> | 0 |
| 9 | La-Z-Boy Logistics Inc. | <u>1</u> | <u>1</u> |
| 10 | ABC Legal | <u>1</u> | 0 |



View more occupational videos on CareerOneStop



Education Level of Jobs and Candidates

This section shows the minimum level of education requested by employers on job openings advertised online, as well as the educational attainment of potential candidates in the workforce system that are looking for jobs in Cocke County, TN on September 1, 2021. There were 300 job openings advertised online that did not specify a minimum education requirement (Jobs Deduplication Level 2).

| Rank | Education Level | Job Openings | Percentage of Job Openings | Potential Candidates | Percentage of Potential Candidates |
|------|-------------------------------------|-----------------|----------------------------------|-------------------------|---|
| 1 | No Minimum Education Requirement | <u>11</u> | 3.18% | 0 | N/A |
| 2 | Less than High School | 0 | N/A | 939 | 4.44% |
| 3 | High School Diploma or Equivalent | <u>30</u> | 8.67% | 9,722 | 45.96% |
| 4 | Vocational School Certificate | 0 | N/A | 965 | 4.56% |
| 5 | Associate's Degree | <u>1</u> | 0.29% | 1,501 | 7.10% |
| 6 | Bachelor's Degree | <u>3</u> | 0.87% | 3,245 | 15.34% |
| 7 | Master's Degree | <u>1</u> | 0.29% | 1,049 | 4.96% |
| 8 | Doctorate Degree | 0 | N/A | 150 | 0.71% |
| 9 | Specialized Degree (e.g. MD, DDS) | 0 | N/A | 64 | 0.30% |
| 10 | Not Specified | <u>300</u> | 86.71% | 0 | N/A |

Job Source: Online advertised jobs data

Candidate Source: Individuals with active résumés in the workforce system.

Advertised Job Certifications

This section shows the top advertised certification groups found in job openings advertised online in Cocke County, TN in July, 2021. (Jobs De-duplication Level 1)

Rank Advertised Certification Group

Advertised
Certification SubCategory

Advertised
Certification SubCategory

Job Opening Match

| Rank | Advertised Certification Group | Advertised Certification Sub- Category | Job Opening Match Count |
|------|--|--|----------------------------|
| 1 | Nursing Credentials and Certifications | Nursing | <u>78</u> |
| 2 | American Heart Association (AHA) CPR & First Aid Certifications | Nursing | <u>29</u> |
| 3 | Commercial Drivers License (CDL) | Ground Transportation | <u>8</u> |
| 4 | Insurance Agent Licenses | Insurance Services | <u>6</u> |
| 5 | Council for Professional Recognition - Credentials | Personal Care and Service - All Other | <u>6</u> |
| 6 | Board of Christian Life Coaching (BCLC) Specialist Certifications | Religious Workers | <u>4</u> |
| 7 | Pharmacy Technician Certification Board (PTCB) | Pharmaceutical | <u>3</u> |
| 8 | National Registry of Emergency Medical Technicians (NREMT) | Fire Rescue | <u>2</u> |
| 9 | American Red Cross - First Aid Certifications | Nursing | <u>2</u> |
| 10 | National Board for Respiratory Care (NBRC) | Medical Treatment and Therapy | <u>2</u> |

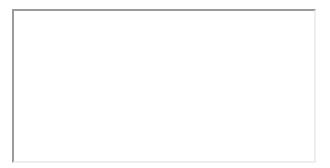
Work Experience of Jobs and Candidates

This section shows the minimum required work experience on job openings advertised online, as well as the experience level of potential candidates in the workforce system that are looking for jobs in Cocke County, TN on September 1, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Experience | Job Openings | Percentage of Job Openings | Potential Candidates | Percentage of Potential Candidates |
|------|---------------------|-----------------|----------------------------------|-------------------------|---|
| 1 | Entry Level | 16 | 4.62% | 0 | N/A |
| 2 | Less than 1 year | 4 | 1.16% | 5,340 | 25.24% |
| 3 | 1 Year to 2 Years | 319 | 92.20% | 1,907 | 9.02% |
| 4 | 2 Years to 5 Years | 5 | 1.45% | 3,218 | 15.21% |
| 5 | 5 Years to 10 Years | 0 | N/A | 2,918 | 13.79% |

| Rank | Experience | Job Percentage Potential Openings Openings | |
|------|--------------------|--|--------|
| 6 | More than 10 Years | 2 0.58% 7,771 | 36.74% |

Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.



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Greene County, TN

Education Level of Jobs and Candidates

This section shows the minimum level of education requested by employers on job openings advertised online, as well as the educational attainment of potential candidates in the workforce system that are looking for jobs in Greene County, TN on August 30, 2021. There were 771 job openings advertised online that did not specify a minimum education requirement (Jobs De-duplication Level <u>2</u>).

| Rank | Education Level | Job Openings | Percentage of Job Openings | Potential Candidates | Percentage of Potential Candidates |
|------|---|-----------------|----------------------------------|-------------------------|--|
| 1 | No Minimum Education Requirement | <u>116</u> | 11.44% | 0 | N/A |
| 2 | Less than High School | 0 | N/A | 948 | 4.44% |
| 3 | High School Diploma or Equivalent | <u>90</u> | 8.88% | 9,834 | 46.01% |
| 4 | 2 Years of College or a Technical or Vocational School | <u>3</u> | 0.30% | 0 | N/A |
| 5 | 3 Years of College or a Technical or Vocational School | <u>1</u> | 0.10% | 0 | N/A |
| 6 | Vocational School Certificate | <u>4</u> | 0.39% | 980 | 4.59% |
| 7 | Associate's Degree | <u>5</u> | 0.49% | 1,517 | 7.10% |
| 8 | Bachelor's Degree | <u>14</u> | 1.38% | 3,235 | 15.14% |
| 9 | Master's Degree | <u>10</u> | 0.99% | 1,057 | 4.95% |
| 10 | Doctorate Degree | 0 | N/A | 149 | 0.70% |
| 11 | Specialized Degree (e.g. MD, DDS) | 0 | N/A | 64 | 0.30% |
| 12 | Not Specified | <u>771</u> | 76.04% | 0 | N/A |

○ Chat

Job Source: Online advertised jobs data

Candidate Source: Individuals with active résumés in the workforce system.

Advertised Job Certifications

This section shows the top advertised certification groups found in job openings advertised online in Greene County, TN in July, 2021. (Jobs De-duplication Level 1)

| Rank | Advertised Certification Group | Advertised Certification Sub-Category | Job Opening Match Count |
|------|---|--|-------------------------|
| 1 | Nursing Credentials and Certifications | Nursing | <u>346</u> |
| 2 | American Heart Association (AHA) CPR & First Aid Certifications | Nursing | 219 |
| 3 | Commercial Drivers License (CDL) | Ground Transportation | <u>47</u> |
| 4 | Social Worker Credentials & Certifications | Social and Human Services | <u>12</u> |
| 5 | Council for Professional Recognition - Credentials | Personal Care and Service - All Other | <u>8</u> |
| 6 | State Licensed Counselors | Counseling | 7 |
| 7 | Doctor of Veterinary Medicine (DVM) | Veterinary | <u>6</u> |
| 8 | Addiction Professionals Certification Board | Counseling | <u>6</u> |
| 9 | Doctor of Dental Surgery (DDS) | Dental | <u>6</u> |
| 10 | Pharmacy Technician Certification Board (PTCB) | Pharmaceutical | <u>6</u> |

Source: Online advertised jobs data

Work Experience of Jobs and Candidates

This section shows the minimum required work experience on job openings advertised online, as well as the

JOBS4TN.GOV - Area Profile

experience level of potential candidates in the workforce system that are looking for jobs in Greene County, TN on August 30, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Experience | Job Openings | Percentage of Job Openings | Potential Candidates | Percentage of Potential Candidates |
|------|---------------------|-----------------|----------------------------------|-------------------------|------------------------------------|
| 1 | Entry Level | 130 | 12.82% | 0 | N/A |
| 2 | Less than 1 year | 33 | 3.25% | 5,408 | 25.30% |
| 3 | 1 Year to 2 Years | 830 | 81.85% | 1,936 | 9.06% |
| 4 | 2 Years to 5 Years | 20 | 1.97% | 3,271 | 15.30% |
| 5 | 5 Years to 10 Years | 0 | N/A | 2,956 | 13.83% |
| 6 | More than 10 Years | 1 | 0.10% | 7,803 | 36.51% |

Job Source: Online advertised jobs data

Candidate Source: Individuals with active résumés in the workforce system.

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Hamblen County, TN

Education Level of Jobs and Candidates

This section shows the minimum level of education requested by employers on job openings advertised online, as well as the educational attainment of potential candidates in the workforce system that are looking for jobs in Hamblen County, TN on August 31, 2021. There were 813 job openings advertised online that did not specify a minimum education requirement (Jobs Deduplication Level <u>2</u>).

| Rank | Education Level | Job Openings | Percentage of Job Openings | Potential Candidates | Percentage of Potential Candidates |
|------|-------------------------------------|-----------------|----------------------------------|-------------------------|---|
| 1 | No Minimum Education Requirement | <u>70</u> | 7.06% | 0 | N/A |
| 2 | Less than High School | 0 | N/A | 947 | 4.41% |
| 3 | High School Diploma or Equivalent | <u>70</u> | 7.06% | 9,956 | 46.35% |
| 4 | Vocational School Certificate | <u>3</u> | 0.30% | 995 | 4.63% |
| 5 | Associate's Degree | <u>8</u> | 0.81% | 1,522 | 7.09% |
| 6 | Bachelor's Degree | <u>23</u> | 2.32% | 3,221 | 15.00% |
| 7 | Master's Degree | <u>4</u> | 0.40% | 1,041 | 4.85% |
| 8 | Doctorate Degree | 0 | N/A | 150 | 0.70% |
| 9 | Specialized Degree (e.g. MD, DDS) | 0 | N/A | 64 | 0.30% |
| 10 | Not Specified | <u>813</u> | 82.04% | 0 | N/A |

Job Source: Online advertised jobs data

Candidate Source: Individuals with active résumés in the workforce system.

Advertised Job Certifications

This section shows the top advertised certification groups found in job openings advertised online in Hamblen County, TN in July, 2021. (Jobs De-duplication Level 1)

Rank Advertised Certification Group Advertised
Certification SubCategory Job Opening Match
Category

| Rank | Advertised Certification Group | Advertised Certification Sub- Category | Job Opening Match Count |
|------|---|---|----------------------------|
| 1 | Nursing Credentials and Certifications | Nursing | <u>285</u> |
| 2 | American Heart Association (AHA) CPR & First Aid Certifications | Nursing | <u>201</u> |
| 3 | Commercial Drivers License (CDL) | Ground Transportation | <u>81</u> |
| 4 | Social Worker Credentials & Certifications | Social and Human Services | <u>22</u> |
| 5 | CompTIA Certifications | Information Technology - All Other | <u>12</u> |
| 6 | American Red Cross - First Aid Certifications | Nursing | <u>12</u> |
| 7 | National Board of Surgical Technology and Surgical Assisting (NBSTSA) | Medical Treatment and Therapy | 7 |
| 8 | North American Transportation Management Institute (NATMI) Certifications | Transportation and Material Moving Management | <u>6</u> |
| 9 | StateFoodSafety Certifications | Food and Beverage Serving | <u>6</u> |
| 10 | Pharmacy Technician Certification Board (PTCB) | Pharmaceutical | <u>5</u> |

Work Experience of Jobs and Candidates

This section shows the minimum required work experience on job openings advertised online, as well as the experience level of potential candidates in the workforce system that are looking for jobs in Hamblen County, TN on August 31, 2021 (Jobs De-duplication Level <u>2</u>).

| Rank | Experience | Job Openings | Percentage of Job Openings | Potential Candidates | Percentage of Potential Candidates |
|------|------------------|-----------------|----------------------------------|-------------------------|---|
| 1 | Entry Level | 69 | 6.96% | 0 | N/A |
| 2 | Less than 1 year | 22 | 2.22% | 5,377 | 25.03% |

| Rank | Experience | Job Openings | Percentage of Job Openings | Potential Candidates | Percentage of Potential Candidates |
|------|---------------------|-----------------|----------------------------------|-------------------------|---|
| 3 | 1 Year to 2 Years | 880 | 88.80% | 1,947 | 9.06% |
| 4 | 2 Years to 5 Years | 17 | 1.72% | 3,276 | 15.25% |
| 5 | 5 Years to 10 Years | 2 | 0.20% | 2,986 | 13.90% |
| 6 | More than 10 Years | 1 | 0.10% | 7,896 | 36.76% |

Job Source: Online advertised jobs data Candidate Source: Individuals with active résumés in the workforce system.



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Claiborne County

Contact information ~

About this district

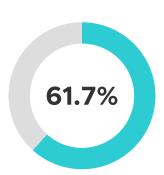
Performance Indicators •

Other Indicators •

Postsecondary Enrollment

The postsecondary enrollment rate reflects the percentage of regular diploma graduates who seamlessly enrolled in postsecondary the fall following graduation. The list of postsecondary institutions that are captured in this rate are Tennessee public postsecondary institutions and any institution that reports enrollment to the National Student Clearinghouse (NSC). For 2019-20, the rates below reflect the performance of the 2019 graduating class.

Postsecondary Enrollment



What does this mean?

The postsecondary enrollment rate reflects the percentage of graduates who seamlessly enrolled in postsecondary the fall following graduation.

Why is this important?

This rate could reflect how well schools or districts are preparing and encouraging students for postsecondary success, particularly considering that most employment opportunities in the state require postsecondary training.

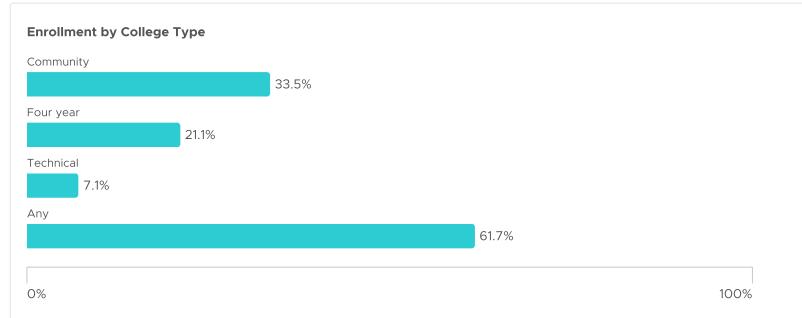
Postsecondary enrollment over time

What does this mean?

This figure represents the rate of postsecondary enrollment over time.

Why is this important?

Postsecondary enrollment rates vary from year to year for a variety of reasons. For example, economic factors may impact postsecondary enrollment as students may or may not be seeking to enter the workforce more directly post-graduation. Trends in this figure can also indicate how well districts and schools have prepared students for success after graduation, and whether those rates change from year to year.

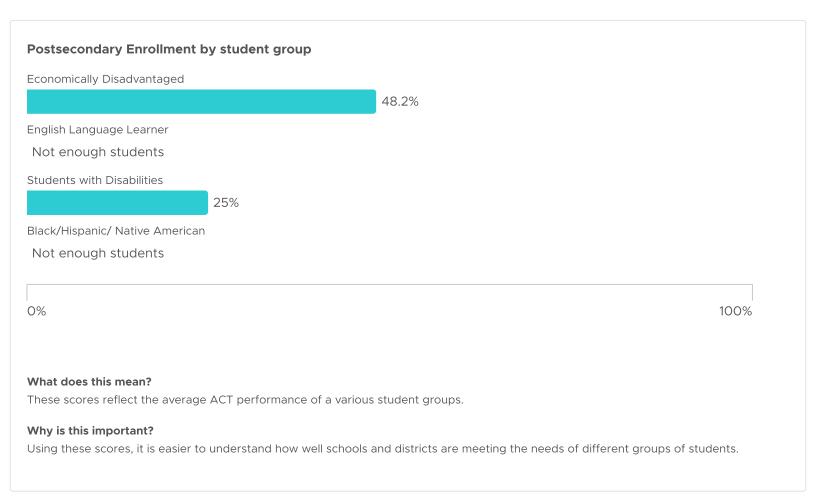


What does this mean?

The enrollment by college type figure reflects the enrollment of students in certain college types after graduation. Tennessee public institutions include four-year universities, community colleges, and technical colleges. Due to Department of Defense privacy policies, this information does not include the percent of students who enlist in military services.

Why is this important?

Districts are encouraged to develop pathways that include all postsecondary options. Districts and schools collect this information in order to help with programming decisions. Based on this information, districts and schools can structure programs, such as dual enrollment offerings, to better set students up for success for specific school types.









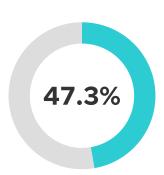
Contact information ~

Cocke County

<u>About this district</u> Performance Indicators → Other Indicators →

The postsecondary enrollment rate reflects the percentage of regular diploma graduates who seamlessly enrolled in postsecondary the fall following graduation. The list of postsecondary institutions that are captured in this rate are Tennessee public postsecondary institutions and any institution that reports enrollment to the National Student Clearinghouse (NSC). For 2019-20, the rates below reflect the performance of the 2019 graduating class.

Postsecondary Enrollment



What does this mean?

The postsecondary enrollment rate reflects the percentage of graduates who seamlessly enrolled in postsecondary the fall following graduation.

Why is this important?

This rate could reflect how well schools or districts are preparing and encouraging students for postsecondary success, particularly considering that most employment opportunities in the state require postsecondary training.

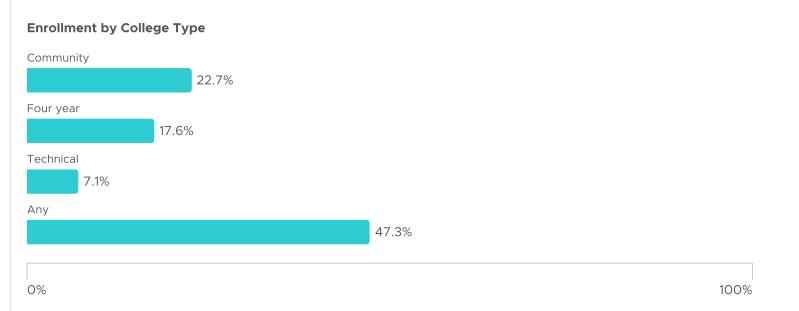
Postsecondary enrollment over time

What does this mean?

This figure represents the rate of postsecondary enrollment over time.

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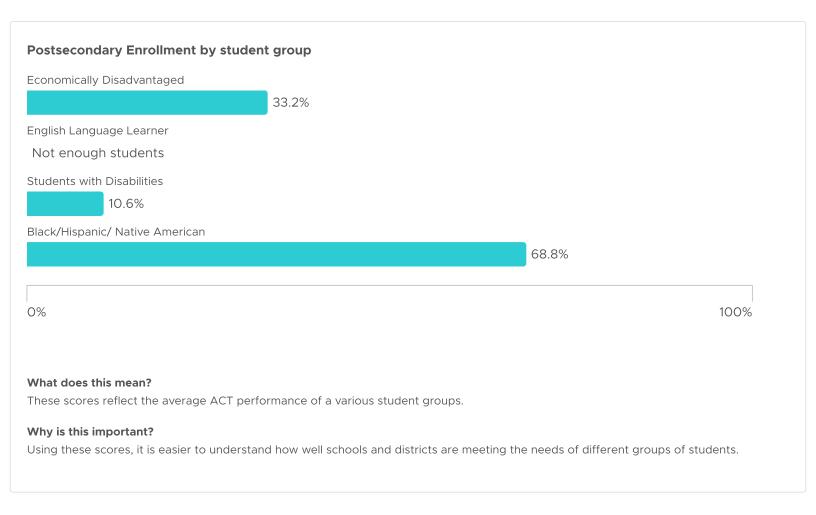


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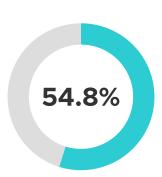


Contact information ~

Postsecondary Enrollment

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Postsecondary Enrollment



What does this mean?

The postsecondary enrollment rate reflects the percentage of graduates who seamlessly enrolled in postsecondary the fall following graduation.

Why is this important?

This rate could reflect how well schools or districts are preparing and encouraging students for postsecondary success, particularly considering that most employment opportunities in the state require postsecondary training.

Greene County

About this district

Performance Indicators •

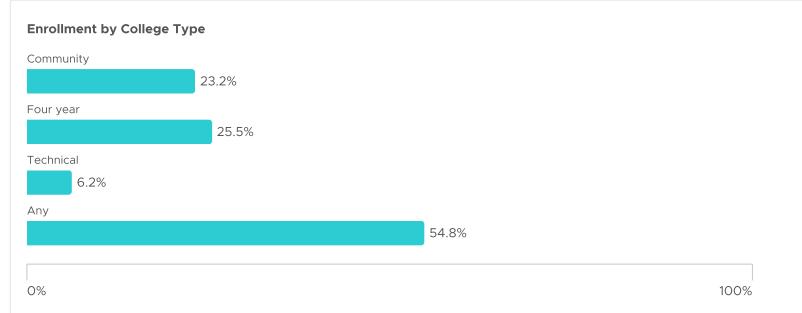
Other Indicators -

What does this mean?

This figure represents the rate of postsecondary enrollment over time.

Why is this important?

Postsecondary enrollment rates vary from year to year for a variety of reasons. For example, economic factors may impact postsecondary enrollment as students may or may not be seeking to enter the workforce more directly post-graduation. Trends in this figure can also indicate how well districts and schools have prepared students for success after graduation, and whether those rates change from year to year.

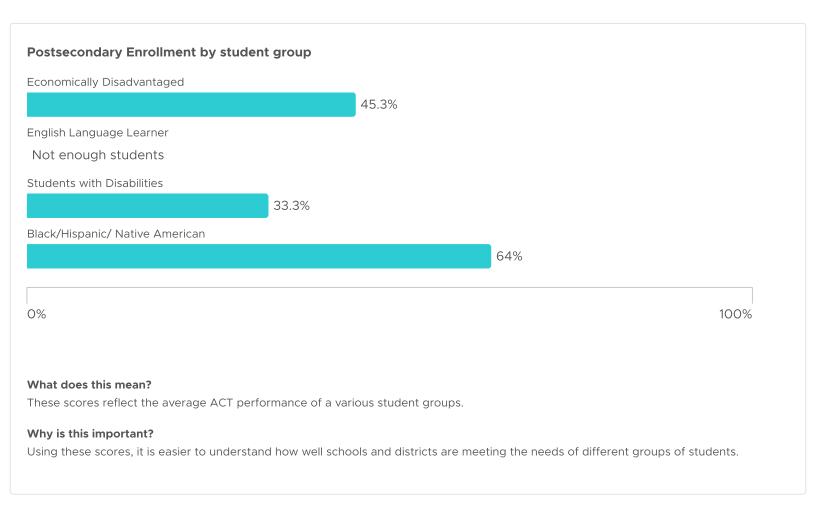


What does this mean?

The enrollment by college type figure reflects the enrollment of students in certain college types after graduation. Tennessee public institutions include four-year universities, community colleges, and technical colleges. Due to Department of Defense privacy policies, this information does not include the percent of students who enlist in military services.

Why is this important?

Districts are encouraged to develop pathways that include all postsecondary options. Districts and schools collect this information in order to help with programming decisions. Based on this information, districts and schools can structure programs, such as dual enrollment offerings, to better set students up for success for specific school types.









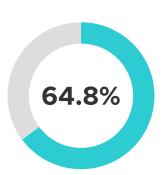
Contact information >

Hamblen County

<u>About this district</u> Performance Indicators → Other Indicators →

The postsecondary enrollment rate reflects the percentage of regular diploma graduates who seamlessly enrolled in postsecondary the fall following graduation. The list of postsecondary institutions that are captured in this rate are Tennessee public postsecondary institutions and any institution that reports enrollment to the National Student Clearinghouse (NSC). For 2019-20, the rates below reflect the performance of the 2019 graduating class.

Postsecondary Enrollment



What does this mean?

The postsecondary enrollment rate reflects the percentage of graduates who seamlessly enrolled in postsecondary the fall following graduation.

Why is this important?

This rate could reflect how well schools or districts are preparing and encouraging students for postsecondary success, particularly considering that most employment opportunities in the state require postsecondary training.

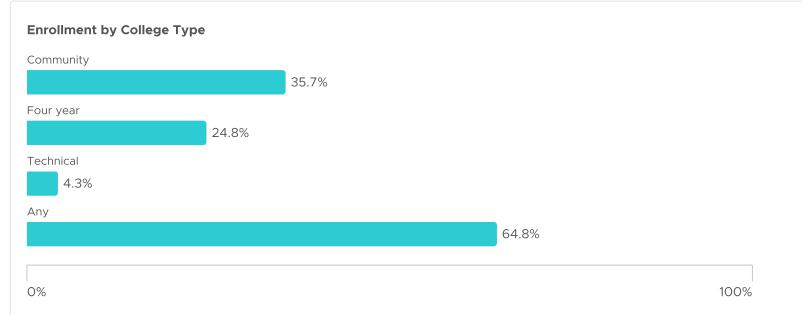
Postsecondary enrollment over time

What does this mean?

This figure represents the rate of postsecondary enrollment over time.

Why is this important?

Postsecondary enrollment rates vary from year to year for a variety of reasons. For example, economic factors may impact postsecondary enrollment as students may or may not be seeking to enter the workforce more directly post-graduation. Trends in this figure can also indicate how well districts and schools have prepared students for success after graduation, and whether those rates change from year to year.

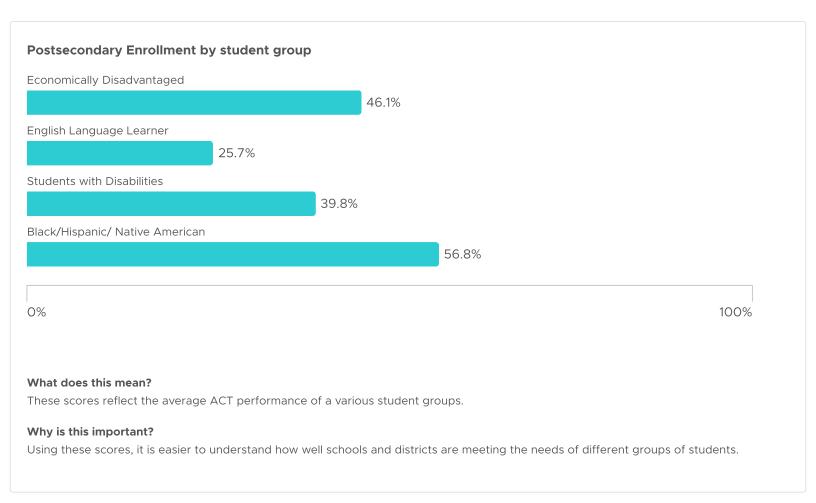


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WFT 101 - Workforce Training A Game

Soft Skills - Work Ethic



BRING YOUR A GAME TO WORK

Revels the 7 essential work ethic values that are prerequisites for success in any filed, any job, and any industry. These values are not ones that can be taken lightly, nor are they open for interpretation.

The exam for the Certificate of Work
Ethic Proficiency is available to
participants who go through the Bring
Your 'A' Game curriculum

20 - hours

7 A's

- Attitude
- Attendance
- Appearance
- Ambition
- Accountability
- Acceptance
- Appreciation

Industry Certification - Pick 1 OSHA or ServSafe



OSHA 10

Covers workers' rights, employer responsibilities and how to file a complaint. It includes helpful worker safety and health resources. It also provides samples of a weekly fatality and 3 catastrophe report, material data safety sheet and the OSHA Log of Work-Related Injuries and Illnesses.

Meets requirements for EPSO - Early Post-Secondary Opportunities Mandatory - 10 hours (7 mandatory/3 electives)

- Introduction to OSHA1.5 hours.
- Walking and Working Surfaces - 1 hour.
- Exit Routes,
 Emergency Action
 Plans, Fire Prevention
 Plans, and Fire
 Protection 1 hour.
- ∘ Electrical 1 hour.
- Personal Protective
 Equipment 1 hour.
- Hazard Communication1 hour.
- o Electives 3 hours



ServSafe

This course is based upon the National Restaurant Association Educational Foundation ServSafe program. It includes a study of the HACCP (Hazard Analysis Critical Control Point) system and training in all areas of food safety relevant to a food establishment. Federal and state laws, rules, and regulations governing food service operation are emphasized. This course is designed to help the student develop an understanding of the basic principles of sanitation and safety and to be able to apply them in the food service operations. Managers need to know food safety and the critical importance of its role. And they need to learn how to share food safety knowledge with every employee.

10 hours

- o Providing Safe Food
- Forms of Contamination
- The Safe Food Handler
- The Flow of Food: An Introduction
- The Flow of Food: Purchasing, Receiving, and Storage
- The Flow of Food: Preparation
- The Flow of Food: Service
- Food SafetyManagement Systems
- Safe Facilities & Pest Management
- Cleaning and Sanitizing

Shop Math for Industry



Shop Mathematics

Our Competency-Based Mechatronics
Training Curriculum is a Hands-On, 100%
Demand-Driven Training Program.
Troubleshooting Ability is the Focus, the
Heart and Soul, of the Program.
We build our training curriculum for
industry, collaborating closely with
industrial operations professionals. We
design each training unit to meet the unique
needs of our global manufacturing clients.
These operation professionals possess an
in-depth understanding of the skills
required to optimize performance and
profitability. We target training to this skill
set.

15 hours

- Base 10, Decimals, Decimal Equivalents, Percentages
- Fractions
- Algebraic Expressions, Single Equations, Ratio, Proportions
- Graphs, Charts, Data Handling
- Weights, Measures, Metric Conversions
- Exponents, Square Roots, Right Triangles
- Angles, Plane Figures, Area

Please contact the division of workforce training for more information - Dr. Anita Ricker anita.ricker@ws.edu or Kellie Hendrix kellie.hendrix@ws.edu - or call 423-798-7988.

Walters State Community College Course Syllabus

| Course Name and Number | The College Experience EDUC 1030 |
|--------------------------------|--|
| Semester and Year | Fall 2021 |
| Instructor Name | Jessica McClure |
| Office Location | Virtual or by appointment |
| Office Hours | Virtual or by appointment |
| Phone | 423-307-5603 |
| Email | Jessica.McClure@ws.edu |
| Division Secretary Information | Ms. Wanda Harrell Telephone (423) 585-2633 |
| | Fax 423-585-2640 |
| Supervisor Information | Dr. Tim Holder Telephone: (423) 585-2643 |

| Catalog Course Description | This course is designed to empower the student as he/she attempts to set and maintain realistic personal and educational goals. Emphasis is on developing reading, writing, math, and other effective learning strategies. Other topics include exploration of learning styles and diversity on a college campus, development of critical thinking skills, and introduction to campus resources and use of technology. |
|--|--|
| Prerequisites | None |
| Co-Requisites | This course is required during the first semester of enrollment. |
| Required Text | Understanding Your College Experience (2020) 3rd Edition. |
| Supplementary or Optional Materials | A Collegiate Dictionary or access to web dictionary resources. The online Walters State Catalog and Student Handbook Walters State Catalog (opens in new window) catalog.ws.edu/ |
| Suggested apps for this course, list the apps and the platform | eLearn Website (opens in new window) |
| General Education Course Designation | None; 3 semester college-level credit hours |

Course Outcomes

At the end of this course, the student will be able to:

- 1. Navigate the course management system (eLearn) and other college success technologies.
- 2. Assess and accommodate individual learning styles as a means to understand the liberal arts, process of critical thinking, and the diversity of a college campus.

- 3. Acquire strategies for effective listening to take lecture notes, read textbooks for understanding, and prepare for tests and other evaluations.
- 4. Learn to manage time and set goals for college and life through the exploration of college resources and the development of an academic plan of study.
- 5. Acquire necessary research skills from library instruction and access academic resources, primarily in electronic format, in order to support curriculum assignments.

Instructional and Evaluation Methods:

| Activity | Maximum Grade Points |
|---|-------------------------|
| Class Participation/Attendance – see p. 3 | 100 |
| Quizzes – 10 points each | 120 |
| Chapter Assignments – 10 points each | 90 |
| Chapter Discussion Boards – 10 points each | 30 |
| Self-Introduction and Course Feedback Discussion Boards 5 | |
| pts. each | 10 |
| Unit Capstone Written Analysis – 50 points each | 150 |
| Unit 1 | |
| Unit 2 | |
| Unit 3 | |
| Mid-Term Check-In | 10 |
| Academic Plan | 50 |
| Unit Exams – 100 points each | |
| Unit 1 – Chapters 1, 12, 3, & 4 | |
| Unit 2 – Chapters 5, 6, 7, & 8 | |
| Unit 3 – Chapters 9, 10, 2, & 11 | 300 |
| Pre-Test 0 points & Post-Test – 10 points | 10 |
| Maximum Grade Points | 870 |

Testing Procedures:

- 1. Pre & post-tests, guizzes and exams contribute to the final course grade.
- 2. A chapter quiz is administered for each textbook chapter. Students may take the quizzes **multiple times** while the chapter assignment is open. The highest quiz grade is recorded as the final quiz grade. See the Curriculum Timeline at the end of this document for additional information.
- 3. Three unit exams are administered. Unit exams cover the content of four textbook chapters. Students have **one attempt only** on each unit exam. See the Curriculum Timeline for additional information.
- 4. No comprehensive final exam is administered.

Grading Scale:

| A | 783-870 |
|---|---------------|
| В | 696-782 |
| С | 606-695 |
| D | 522-605 |
| F | 521 and below |

Assignments/Projects:

- 1. Textbook-based eLearn assignments and discussion board posts contribute to the final course grade.
- 2. Capstone written analysis projects contribute to the final course grade.
- 3. All assignments are located in the Curriculum Timeline and in the Content section of the eLearn course site.

Class Participation/Attendance:

- Class attendance is mandatory. Attendance is calculated based on complete pre & post-tests, assignment, discussion board, quiz, and exam submissions. Missing work will result in a reduction of attendance points.
- 2. Because regular class attendance is a student obligation, it is the student's responsibility to see the instructor when assignments and class activities are missed and to be prepared for each class meeting.
- 3. Each assignment, discussion board, quiz and exam submitted or taken on time will earn 2.94 points totaling to the 100 points for this category.

Drop Deadline:

The drop deadline for this course is: October 29, 2021.

ONLINE/ WEB-ENHANCED COURSE COMPONENTS

| SILLINE, IVED EIN WINGED GOORGE GOIN GIVEIN G | | |
|---|--------------------------------------|--|
| Virtual Office Hours | None | |
| Library Information | Walters State Library (opens in new | |
| | window) | |
| Technical Support | Walters State Helpdesk (opens in new | |
| | window) | |
| Web Addresses/Resources | D2L/eLearn Website (opens in new | |
| | window) | |
| Guidelines for Communication: Email, | | |
| Discussion Posts, Chat | | |

Additional Course Details Curriculum Timeline

| As | ssignment Schedule | Module/ Chapter | Assignments/Assessments |
|----|--------------------------|--------------------|--|
| 1 | August 23 – August 27 | Orientation | Introduce Yourself Discussion Board; Pre-test; e-mail to Instructor; |

| 2 | August 27 – September 3 | Chapter 1 & 12 | Chapter 1 WSCC Resources Assignment; Chapter 1 Quiz; O*Net Interest Profiler & Career Assessment Worksheet; Chapter 12 Quiz |
|----|---|-------------------------------------|---|
| 3 | September 3 – September 10 | Chapter 3 & 4 | Chapter 3 Discussion Board; Chapter 3 Quiz; Chapter 4 Learning and Teaching Styles Assignment; Chapter 4 Quiz |
| 4 | September 10 – September 17 | Unit 1 Capstone | Unit 1 Capstone Analysis and Exam 1 Note: The Exam 1 Review Quizlet will be available September 10-14. Exam 1 is available September 15-17. |
| 5 | September 17-24 | Chapter 5 & 6 | Chapter 5 Discussion Board; Chapter 5 Quiz; Chapter 6 Outline and Summary Assignment; Chapter 6 Quiz |
| 6 | September 24- October 1 | Chapter 7 | Chapter 7 Discussion Board; Chapter 7 Quiz; |
| 7 | October 1 – 8 | Chapter 8 & Mid-Term Check-In | Chapter 8 Test-Taking and Success Assignment; Chapter 8 Quiz |
| 8 | October 11 & 12 | Fall Break | Fall Break No Classes, College Open |
| 8 | October 8 – 15 | Unit 2 Capstone | Unit 2 Capstone Analysis |
| 9 | October 15 - 22 | Exam 2 and Mid-Term Check-In | Unit 2 Exam and Mid-Term Check-In Note: Exam 2 review Quizlet will be available October 15-19. Exam 2 is available October 20-22. |
| 10 | October 22 – 29 | Academic Plan | Two-Year Academic Plan |
| 11 | Spring Registration Begins Nov. 1; October 29 – November 5 | Chapter 9 | Chapter 9 Case Study; Library Quiz; Chapter 9 Quiz |
| 12 | November 5 - 12 | Chapter 10 | Chapter 10 Case Study Assignment; Chapter 10 Quiz |
| 13 | November 12 - 19 | Chapter 2 | Chapter 2 Emotional Resilience Assignment; Chapter 2 Quiz |
| 14 | November 19 – 23 | Chapter 11 | Chapter 11 Wellness Assignment; Chapter 11 Quiz |
| 14 | Nov. 24-26 Thanksgiving Holiday | Holiday | Holiday, No Classes, College Closed |
| 15 | November 29 – December 3 | Unit 3 | Unit 3 Capstone Analysis and Exam 3 Note: The Exam 3 Quizlet will be available November 29-30. Exam 3 is available December 1-3. |
| 16 | December 3 – 8 (Finals Week) | Course Closing Activities | Post-test and Course Feedback Discussion Board |

Mechanical Skills Assessments using the Standard Timing Model (STM)

The Standard Timing Model is our mechanical skills assessment tool used to identify mechanical skills and competencies when hiring Maintenance Professionals, Machine Operators, Electro-Mechanical Personnel, Assemblers and Technicians. There are varying degrees of assessment difficulty depending on the position you're hiring for. For example, the assessment protocols for a Maintenance Mechanic Position are more challenging than the assessment protocols for a Machine Operator position.

The process identifies many mechanical skills, which collectively can be characterized as "Mechanical Troubleshooting Ability."

This process quantifies mechanical skills and competencies that traditional aptitude tests are not designed for and can't identify.

In addition to identifying and measuring pre-existing skills for both Maintenance and Operator positions, the program also identifies mechanical aptitude in individuals that have not yet been properly trained. Our clients use this capability when they hire entry level team members that must be trained internally. Aptitude translates directly to trainability.

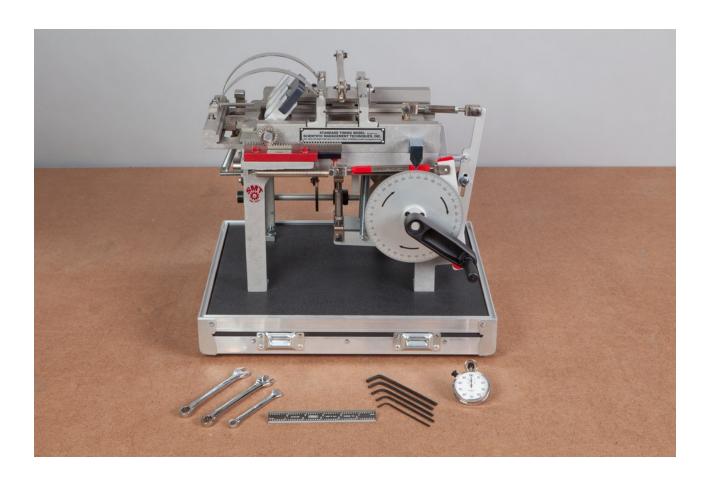
Lower the Risk & Cost of Hiring by Identifying Skills Prior to Hire

As the skills shortage grows more acute each year and margin pressures mount it's more critical than ever before to make the right hiring decision. Our validated Manufacturing Skills Assessment Program, using portable assessment machines and a Hands-On, Performance-Based methodology, identifies the most skilled, most capable, and most trainable candidates and incumbents.

Hands-On, Performance-Based

Identifying and quantifying skills prior to hire is the single most effective means to insure a quality, highly productive hiring decision. This solution provides a Return-On-Investment over 100% the first month of implementation. These industrial skills assessments have been administered over 1,000,000 times generating savings in excess of \$10 billion for our manufacturing clients.

The efficacy of the assessment program has been confirmed by over three dozen validation studies conducted by Industrial/Organizational PhD's and by over 48 years of success driving productivity in the field.



STM Skills Identified

- Spatial Perception
- Quality Differentiation
- Manual Dexterity
- Hand-Eye Coordination
- Problem Solving Skills
- Proper Use of Hand Tools
- The Ability to Follow Instructions
- The Understanding of Mechanical Leverage
- The Understanding of Mechanical Advantage
- Qualitative & Quantitative Reasoning Ability
- The Understanding of Machine Components; Gears, Levers, Cams, Turnbuckles, etc.
- The Understanding of Mechanical Stroke, Timing, and Position. How changing one or more will impact a mechanical system.
- Troubleshooting Ability

Electrical Skills Assessments using the Electrical Skills Test Device (ESTD)

Our Electrical Skills Test Device (ESTD) screens and identifies skill level of industrial electricians and electro-mechanical production positions.

The ESTD provides a means of quantitatively screening candidates for industrial electrician positions. The device evaluates the skill level of job applicants and identifies training opportunity in an existing workforce. The ESTD resembles an industrial control panel as closely as possible in a portable device. Its design is through the joint effort of an electrical engineer and a training director who recognize the difficulty of evaluating the abilities of electricians.

The Electrical Skills Test Device acts as an industrial control device. Utilizing signals from standard output devices, the tool sequences through a series of inputs and resets itself. This cycle repeats continuously as long as the device is in working order.

The ESTD identifies and measures a candidates understanding of the principals of electricity and their application in an industrial setting. Does the candidate understand circuit components including relays, limit switches, proximity switches, photo eyes, motor starters, relay logic control circuits, and AC/DC input devices? The process identifies the ability to troubleshoot industrial control systems properly using provided schematic and troubleshooting tools.

The device ranks electricians of different skill levels on the basis of time-spent problem solving a set of malfunctions. In addition to purely objective time ranking, the ESTD also provides an indication of the candidate's specific strengths and weaknesses.

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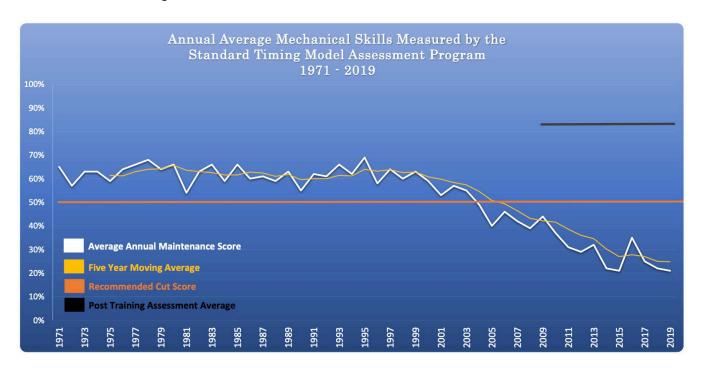
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ESTD Skills Identified

- Ability to read an electrical schematic
- Ability to properly use a voltmeter
- Ability to follow instructions
 Ability to understand an operation sequence
- Ability to diagnose problems by reading a schematic and correlating with an operation sequence
- Understanding of current, voltage, and continuity in a system
- Troubleshooting/problem solving ability
- Understanding of system components; including timers, relays, limit switches, photo eyes, proximity switches, etc.

Here is some US data in general that we are faced with –



Scientific Management Techniques, Inc.

American Council on Education, CREDIT Recommendations

Mechatronics Skills Curriculum

Mechatronics, Basic Mechanical Skills I (SMT M101-I) - 3 Credits

Volume 1: Shop Mathematics

- Unit 1: Base 10, Decimals, Decimal Equivalents, Percentages
- Unit 2: Fractions
- Unit 3: Algebraic Expressions, Simple Equations, Ratio, Proportion
- Unit 4: Graphs, Charts, Data Handling
- Unit 5: Weights, Measures, Metric Conversion
- Unit 6: Exponents, Square Roots, Right Triangles
- Unit 7: Angles, Plane Figures, Area
- Unit 8: Measurement of Solid Figures, Volume, Intro. To Triq.
- Unit 9: Trigonometric Tables

Volume 2: Blueprint Reading & Machine Drawing

• Unit 1: Elements of Blueprints and Machine Drawing I

Volume 3: Measurement

• Unit 1: Linear Measurement

Volume 4: Hand Tools

- Unit 1: Care and Use of Hand Tools
- Unit 2: Mechanical Fasteners

Volume 5: Basic Mechanical Components I

- Unit 1: Basic Machines
- Unit 2: Shafts, Couplings, Pulleys, Belts and Chain Drives
- Unit 3: Gears and Gear Ratios
- Unit 4: Advanced Couplings
- Unit 5: Basic Alignment

Mechatronics, Advanced Mechanical Skills I (SMT M202-I) – 1 Credit

Volume 10: Pump Basics

• Unit 1: Pumping Basics

Volume 11: Valve Operation & Types

Unit 1: Valve Operation and Type

Volume 12: Introduction to Industrial Maintenance

Unit 1: Failure Analysis

Volume 13: Gearbox Maintenance

Unit 1: Gear Maintenance

Volume 14: Bearing Maintenance

Unit 1: Bearing Maintenance

Mechatronics, Basic Mechanical Skills II (SMT M101-II) - 2 Credits

Volume 6: Bearings & Lubrication

- Unit 1: Principles of Bearing Operation, Components, Bearings
- Unit 2: Principles of Friction and Lubricants

Volume 7: Basic Mechanical Components II

- Unit 1: Levers, Cranks, Linkages, and Springs
- Unit 2: Types and Uses of Cams, Timing Adjustments
- Unit 3: Use of Elementary Timing Model in Timing Adjustments

Volume 8: Machine Adjustment Fundamentals Using the ATM

- Unit 1: Troubleshooting, Problem Solving, and Problem Identification Techniques
- Unit 2: Set Up Machine Standards Using the ATM
- Unit 3: Problem Solving on Multiple Systems Using the ATM

Volume 8-A: Basic Pneumatics & Hydraulics

- Unit 2A: Air Compression, Properties of Air
- Unit 2B: Basic Pneumatics, Compressors, and Air Pressure Gauges
- Unit 3A: Hydraulic Flow and Control

Mechatronics, Advanced Mechanical Skills II (SMT M202-II) – 3 Credits

Volume 15: Advanced Pneumatic Fundamentals

- Unit 1: Control Components, Pneumatic Drives
- Unit 2: Circuit Design

Volume 16: Advanced Hydraulic Fundamentals

- Unit 1: Control Components, Hydraulic Drives
- Unit 2: Circuit Design

Volume 17: Advanced Electrical

- Unit 1: Capacitors
- Unit 2: Inductors
- Unit 3: Power in AC Circuits
- Unit 4: Electrical Troubleshooting Using the ESTD
- Unit 5: Troubleshooting, AC Motors
- Unit 6: Troubleshooting, DC Motors

Volume 21: Advanced Machine Adjustment Fundamentals Using the PMS

- Unit 1: Troubleshooting, Problem Solving, and Problem Identification Techniques
- Unit 2: Set Up Machine Standards Using the Packaging Machine Simulator
- Unit 3: Problem Solving on Multiple Systems Using the Packaging Machine Simulator

Scientific Management Techniques, Inc.

Mechatronics, Basic Industrial Electrical Skills (SMT E101) – 3 Credits

Volume 1: Shop Mathematics

- Unit 1: Base 10, Decimals, Decimal Equivalents, Percentages
- Unit 2: Fractions
- Unit 3: Algebraic Expressions, Simple Equations, Ratio, Proportion
- Unit 4: Graphs, Charts, Data Handling
- Unit 5: Weights, Measures, Metric Conversion
- Unit 6: Exponents, Square Roots, Right Triangles
- Unit 7: Angles, Plane Figures, Area
- Unit 8: Measurement of Solid Figures, Volume, Intro. To Trig.
- Unit 9: Trigonometric Tables

Volume 2: Blueprint Reading & Machine Drawing

 Unit 1: Elements of Blueprints and Machine Drawing I

Volume 9: Electrical Components

- Unit 1: Principles of Electricity , AC & DC Circuits
- Unit 2: Basic Circuit Components, Switches, and Relays
- Unit 3: Digital Multimeter, Basic Measurements
- Unit 4: Input and Output Devices
- Unit 5: Electrical Schematics
- Unit 6: Generators & Transformers
- Unit 7: DC Machines
- Unit 8: Three-Phase AC & DC Motors

Mechatronics, Advanced Industrial Electrical Skills (SMT E202) – 3 Credits

Volume 17: Advanced Electrical

- Unit 1: Capacitors
- Unit 2: Inductors
- Unit 3: Power in AC Circuits
- Unit 4: Electrical Troubleshooting Using the ESTD
- Unit 5: Troubleshooting, AC Motors
- Unit 6: Troubleshooting, DC Motors

Mechatronics, Basic Process Control (SMT PC101) – 3 Credits

Volume 22: Ladder Logic

- Unit 1: Basic Ladder Logic
- Unit 2: Planning and I/O Symbols
- Unit 3: Numbering Systems, Codes, and Logic
- Unit 4: Symbols and Ladder Logic Basics
- Unit 5: Ladder Logic Format
- Unit 6: Program Functions
- Unit 7: Program Examples
- Unit 8: Glossary of Terms

Mechatronics, Basic Programmable Logic Control (SMT PLC101) – 3 Credits

Vol 11A: Basic Process Control

- Unit 1: Introduction to Process Control
- Unit 2: Basic Definitions
- Unit 3: Pressure
- Unit 4: Temperature
- Unit 5: Level
- Unit 6: Flow
- Unit 7: Analytical instruments and Terminology
- Unit 8: Transmitters
- Unit 9: Controllers, hands-on training aid kit, and an instructor quide.
- Unit 10: Process Control and Control Loops
- Unit 11: Control Schemes

Scientific Management Techniques, Inc.

<u>Hands-On, Performance Based</u> <u>Manufacturing Skills Assessments</u>

Mechanical Skills Examination, Operator Task Series #1 (MO-01)

- 60th Percentile and above = 3 credits
- 45th 59th Percentile = 2 credits
- 30th 44th Percentile = 1 credit

Mechanical Skills Examination, Maintenance Task Series #1 (MM-01)

- 60th Percentile and above = 3 credits
- 45th 59th Percentile = 2 credits
- 30th 44th Percentile = 1 credit

Electrical Skills Examination, Electrical Task Series #1 (EE-01)

- 60th Percentile and above = 3 credits
- 45th 59th Percentile = 2 credits
- 30th 44th Percentile = 1 credit

Programmable Logic Control Skill Examination, PLC Task Series #1 (PLC-01)

- 60th Percentile and above = 3 credits
- 45th 59th Percentile = 2 credits
- 30th 44th Percentile = 1 credit



Tennessee

Work Ethic Diploma Standards



1. Attendance Standard

- (1 pt.) Student has no more than 5 absences from school during the senior year.
- (2 pts.) Student has no more than 3 absences from school during the senior year.
- (3 pts.) Student has no more than 1 absence from school during the senior year.

2. Absence Standard

- (1 pt.) Student has no more than one unexcused absence from school during the senior year.
- (2 pts.) Student has no unexcused absences from school during the senior year.

3. Tardiness Standard

- (1 pt.) Student has no more than two unexcused tardies to school during the senior year.
- (2 pts.) Student has no more than one unexcused tardy to school during the senior year.

4. Discipline Standard

- (1 pt.) Student has no more than one discipline referral during the senior year.
- (2 pts.) Student has no discipline referrals during the senior year.

5. Overall Grade Point Average Standard

- (1 pt.) Student has an overall GPA of 2.0 to 2.9
- (2 pts.) Student has an overall GPA of 3.0 to 3.4
- (3 pts.) Student has an overall GPA of 3.5 or above

6. Drug Free Standard

(5 pts.) Student voluntarily presents written proof as being drug free.

7. CTE Coursework Standard

- (1 pt.) Student has successfully completed at least one CTE course by the end of the senior year.
- (2 pts.) Student has successfully completed two CTE courses by the end of the senior year.
- (3 pts.) Student has successfully completed three or more CTE courses by the end of the senior year.

8. CTE Competition Standard

- (1 pt.) Student has competed in an approved regional level CTE competition during the senior year.
- (2 pts.) Student has competed in an approved state level CTE competition during the senior year.
- (3 pts.) Student has competed in an approved national level CTE competition during the senior year.

9. TN Promise Standard

(2 pts.) Student is in good standing with TN Promise and has completed the required 8 hours of community service.

10. Dual Enrollment/Credit Standard

(2 pts.) Student has successfully completed a Dual Enrollment, Dual Credit, or Advanced Placement course and has been granted credit by any post-secondary institution during or before the senior year.

11. Industry Certification Standard

(2 pts.) Student has received a national industry certification during or before the senior year. (i.e., Snap-on Metering Certificate, NCCER Certificate, etc.)

12. Enrollment in Post-Secondary Standard

(2 pts.) Student is registered or has applied at a post-secondary institution for the fall of the graduating year.

13. Career Readiness Certificate Standard

- (2 pts.) Student has achieved a Bronze Level Career Readiness Certificate.
- (4 pts.) Student has achieved a Silver Level Career Readiness Certificate.
- (6 pts.) Student has achieved a Gold or Platinum Level Career Readiness Certificate.

14. Industry Awareness Standard

- (1 pt.) Student has participated in one industry awareness event during the senior year.
- (2 pts.) Student has participated in more than one industry awareness event during the senior year.
- (3 pts.) Student has participated in an internship or work based learning activity.

To receive the Work Ethic Diploma distinction a student must earn a minimum of 20 points and a regular high school diploma



W Walters State Workforce Training

Basic Mechatronics Training Program

Volume 1: Shop Mathematics

- 1. Base 10, Decimals, Decimal Equivalents, Percentages
- 2. Fractions
- 3. Algebraic Expressions, Single Equations, Ratio, **Proportions**
- 4. Graphs, Charts, Data Handling
- 5. Weights, Measures, Metric Conversions
- 6. Exponents, Square Roots, Right Triangles
- 7. Angles, Plane Figures, Area
- 8. Measurement of Solid Figures, Volume, Intro to Trig
- 9. Trigonometric Tables

Volume 2: Blueprint Reading & Machine Drawing

1. Elements of Blueprints & Machine Drawing I

Volume 3: Measurements

1. Linear Measurement

Volume 4: Hand Tools

- 1. Care and Use of Hand Tools
- 2. Mechanical Fasteners

Volume 5: Basic Mechanical Components I

- 1. Basic Machines
- 2. Shafts, Couplings, Pulleys, Belts & Chain Drives
- 3. Gears & Gear Ratios
- 4. Advanced Couplings
- 5. Basic Alignment

Volume 6: Bearings & Lubrication

- 1. Principles of Bearing Operation, Components, **Bearings**
- 2. Principles of Friction & Lubrications

Volume 7: Basic Mechanical Components II

- 1. Levers, Cranks, Linkages, & Springs
- 2. Types & Uses of Cams, Timing Adjustments
- 3. Use of Elementary Timing Model in Timing Adjustments

Volume 8: Machine Adjustment Fundamentals Using the ATM

- 1. Troubleshooting, Problem Solving, & Problem **Identification Techniques**
- 2. Set Up Machine Standards Using the ATM
- 3. Problem Solving on Multiple Systems Using the **ATM**

Volume 8A: Basic Pneumatics & Hydraulics

- 1. Air Compression, Properties of Air
- 2. Basic Pneumatics, Compressors, & Air Pressure
- 3. Hydraulic Flow & Control

Volume 9: Electrical Components

- 1. Principles of Electricity, AC & DC Circuits
- 2. Basic Circuit Components, Switches, & Relays
- 3. Digital Multimeter, Basic Measurements
- 4. Input & Output Devices
- 5. Electrical Schematics
- 6. Generators & Transformers
- 7. DC Machines
- 8. Three Phase AC & DC Motors

Volume 10: Pump Basics

1. Pumping Basics

Volume 11: Valve Operation & Types

1. Valve Operation & Type

Volume 11A: Basic Process Control

- 1. Process Control Intro Advanced
- 2. Advanced Pressure
- 3. Pressure
- 4. Temperature
- 5. Level
- 6. Flow
- 7. Analytical Instruments & Terminology
- 8. Transmitters
- 9. Controllers
- 10. Process Control & Control Loops
- 11. Control Schemes

For more information or to customize your program contact Anita Ricker @ (423) 798-7953 or Anita.Ricker@ws.edu



W Walters State Workforce Training

Advanced Mechatronics Training Program

Volume 12: Introduction to Industrial Maintenance

10. Failure Analysis

Volume 13: Gearbox Maintenance

1. Gear Maintenance

Volume 14: Bearing Maintenance

1. Bearing Maintenance

Volume 15: Advanced Pneumatic Fundamentals

- 1. Control Components, Pneumatic Drives
- 2. Circuit Designs

Volume 16: Advanced Hydraulic Fundamentals

- 1. Control Components, Hydraulic Drives
- 2. Circuit Design

Volume 17: Advanced Electrical

- 1. Capacitors
- 2. Inductors
- 3. Power in AC Circuits
- 4. Electrical Troubleshooting using the ESTD
- 5. Troubleshooting, AC Motors
- 6. Troubleshooting, DC Motors

Volume 18: Pump Maintenance

1. Pump Maintenance

Volume 19: Introduction to Welding

- 1. Welding Safety
- 2. Gas Welding, Cutting, and Heating
- 3. Introduction to Arc Welding, MIG-TIG

Volume 20: Machine Shop Practices

- 1. Machine Shop Safety
- 2. Hand Tools & Bench Work
- 3. Metal Cutting
- 4. The Lathe
- 5. The Milling Machine
- 6. The Drilling Machine
- 7. The Grinding Machine

Volume 21: Advanced Machine Adjustment Fundamentals Using the PMS

- 1. Troubleshooting, Problem Solving, & Problem **Identification Techniques**
- 2. Setup Machine Standards Using the Packaging **Machine Simulator**
- 3. Problem Solving on Multiple Systems Using the Packaging Machine Simulator

Volume 22: Ladder Logic

- 1. Basic Ladder Logic
- 2. Planning & I/O Symbols
- 3. Numbering Systems, Codes, & Logic
- 4. Symbols & Ladder Logic Basics
- 5. Ladder Logic Format
- 6. Program Functions
- 7. Programs Examples
- 8. Glossary of Terms

Volume 23: PLC Advanced Electrical

- 1. Introduction to PLC
- 2. PLC Programming & Operation
- 3. Maintenance & Troubleshooting

Volume 24: Advanced Process Control

- 1. Process Control-Intro Advanced
- 2. Advanced Pressure
- 3. Advanced Level
- 4. Advanced Flow Measurement
- 5. Advanced Temperature
- 6. Analytical PH
- 7. Advanced Actuators
- 8. Advanced Process Control Frequency Drives
- 9. Heat Exchangers
- 10. Hazardous Applications
- 11. Flowmeter Installations
- 12. Instrument Calibration

For more information or to customize your program contact Anita Ricker @ (423) 798-7953 or Anita.Ricker@ws.edu

Term: 11/1/2021 - 5/24/2024

MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT BETWEEN WALTERS STATE COMMUNITY COLLEGE AND CLAIBORNE COUNTY SCHOOL SYSTEM

This Memorandum of Understanding (MOU) and Agreement, made as of this 8th day of September, 2021, by and between Walters State Community College, hereinafter referred to as the "Institution", and Claiborne County School System, hereinafter referred to as the "Contractor".

WITNESSETH

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The Contractor agrees to perform the following services:
 - 1. Assist the Institution's office of Workforce Training by administering Industrial Readiness assessments to upgrade skills for workforce training students which may satisfy requirements for degree paths and/or apprenticeship paths.
 - 2. Provide a CTE (Career and Technical Education) faculty/staff employee to complete the SMT (Scientific Management Techniques) assessor training required for utilization of SMT assessment devices (mechanical and electrical).
 - 3. Provide the WBL (Work Based Learning) hours completed with local industry partners so it can be integrated into required On the Job Training (OJT) component of the registered Apprenticeship Program where appropriate.
 - 4. Provide training documentation to Institution for any RTI (Related Technical Instruction) that has been provided by Contractor which could be used within an apprenticeship program. For example, a student who has completed OSHA 30 may be eligible for PLA (Prior Learning Assessment) review and/or satisfy requirements of RTI for apprenticeships.
 - 5. Help promote and recruit students to a manufacturing career camp entitled "Nuts, Bolts and Thing-A-Ma-Jigs" during Summer 2022 and/or Summer 2023. Contractor will host the career camp and will provide access to equipment where appropriate such as PLC, CNC, Welding, etc. In addition, contractor will help recruit faculty members to serve as adjunct faculty.
 - 6. Help promote and recruit team for the underwater robotics and/or robot drone league competitions in Summer 2022 and/or Summer 2023 for middle and/or high school career awareness using Cumberland Gap STEM program.
 - 7. Recognize that the Institution retains a right to cancel this Agreement if the Institution perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.
- B. The Institution agrees to perform the following services:
 - 1. Provide the institutional representative from the Division of Workforce Training, Dr. Anita Ricker, as the contact person.
 - Serve as the sponsor for all apprenticeship occupations approved and utilized during this grant.
 - 3. Provide Related Technical Instruction (RTI) training for students as specified in the TIME (Training Industrial Manufacturing Excellence) grant application as noted within approved apprenticeship occupations. This may include onsite instruction, online delivery via 180 skills, and/or degree programs.
 - 4. Develop additional industry partners and serve as sponsors for all apprenticeship occupations including ensuring RAPIDS (Registered Apprenticeship Partners Information Management Data System) requirements are met.

Term: 11/1/2021 - 5/24/2024

- 5. Provide SMT assessment devices (mechanical and electrical) to be used in the high school and/or at the Newport Center for Higher Education.
- Provide VR (Virtual Reality) goggles that can be checked out and/or we will
 provide hour long demos and experiences for both middle school and high
 schools.
- 7. Serve as lead entity to develop, market and offer a manufacturing career awareness camp entitled "Nuts and Bolts and Thing A Ma Jigs". Institution will provide administrative coordination from the division of workforce training with Dr. Nicole Cardwell-Hampton as the coordinator of youth programs. In addition, the institution will recruit and provide a minimum of two industry representatives that will participate by offering a guest speaker, plant tour or other sponsorships as appropriate.
- 8. Provide crosswalk professional development training for usage of VR Goggles within the classroom (for up to 5 faculty). The focus would be on career awareness. Provide the facilities and support services to enable Contractor to render performance.
- C. The parties further agree that the following shall be essential terms and conditions of this Agreement.
 - 1. The term of this Agreement shall be from November 1, 2021 through May 24, 2024.
 - This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the Contractor shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
 - 3. If the Contractor fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the Contractor shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the Contractor shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the Contractor.
 - 4. This Agreement may be modified only by written amendment executed by all parties hereto.
 - The Contractor shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed subcontractor was or is currently ineligible to bid on the Contract.
 - 6. Unless the Contractor is a State of Tennessee Agency, the Contractor warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor, or consultant to the Contractor in connection with any work contemplated or performed relative to this Agreement. If the Contractor is an individual, the Contractor warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
 - 7. The Contractor hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the Contractor on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The Contractor shall, upon

Term: 11/1/2021 - 5/24/2024

request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

- 8. The Contractor, being an independent contractor and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
- 9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
- 10. The Contractor shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the Contractor, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
- 11. Tennessee Code Annotated §12-3-309, prohibits State entities from contracting to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, Contractor attests that Contractor will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any subcontractor, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.

If Contractor is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the Contractor shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. Contractor may appeal the one (1) year by utilizing an appeals process in the Rules of Finance and Administration, Chapter 0620.

- 12. As applicable, the Contractor shall be registered or have received an exemption from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.
- 13. Subject to Funds Availability. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to terminate the Agreement upon written notice to the Contractor. Termination under this Section C.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the Contractor shall cease all work associated with the Agreement. Should such an event occur, the Contractor shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Contractor shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- 14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
- 15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a

Walters State Community College WSCC Agreement No. 332.96-22-051N Page 4 of 3 Pages Term: 11/1/2021 - 5/24/2024

WALTERS STATE COMMUNITY COLLEGE

material provision of this Contract. The Contractor agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.

16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

Date

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

Mailing Address:

Date

Claiborne County School System Attn: Bob Oakes 1403 Tazewell Road Tazewell, TN 37879

CLAIBORNE COUNTY SCHOOL SYSTEM

Walters State Community College WSCC Agreement No. 332.96-22-049N Page 1 of 3 Pages

Term: 11/1/2021 - 5/24/2024

MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT BETWEEN WALTERS STATE COMMUNITY COLLEGE AND GREENE COUNTY SCHOOL SYSTEM FOR TIME (TRAINING INDUSTRIAL MANUFACTURING EXCELLENCE)

This Memorandum of Understanding (MOU) and Agreement, made as of this 8th day of September, 2021, by and between Walters State Community College, hereinafter referred to as the "Institution", and Greene County School System, hereinafter referred to as the "Contractor".

WITNESSETH

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The Contractor agrees to perform the following services:
 - 1. Assist the Institution's office of Workforce Training by administering and/or promoting Industrial Readiness assessments to upgrade skills for workforce training students which may satisfy requirements for degree paths and/or apprenticeship paths.
 - Provide the WBL (Work Based Learning) hours completed with local industry partners so it can be integrated into required On the Job Training (OJT) component of the registered Apprenticeship Program where appropriate.
 - 3. Provide training documentation to Institution for any RTI (Related Technical Instruction) that has been provided by Contractor which could be used within an apprenticeship program. For example, a student who has completed OSHA 30 may be eligible for PLA (Prior Learning Assessment) review and/or satisfy requirements of RTI for apprenticeships.
 - 4. Help promote and recruit students to a manufacturing career camp entitled "Nuts, Bolts and Thing-A-Ma-Jigs" during Summer 2022 and/or Summer 2023. Contractor will host the career camp and will provide access to equipment where appropriate such as PLC, CNC, Welding, etc. In addition, contractor will help recruit faculty members to serve as adjunct faculty.
 - 5. Help promote and recruit team for the underwater robotics and/or robot drone league competitions in Summer 2022 and/or Summer 2023 for middle and/or high school career awareness.
 - 6. Recognize that the Institution retains a right to cancel this Agreement if the Institution perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.
- B. The Institution agrees to perform the following services:
 - 1. Provide the institutional representative from the Division of Workforce Training, Dr. Anita Ricker, as the contact person.
 - 2. Serve as the sponsor for all apprenticeship occupations approved and utilized during this grant.
 - 3. Provide Related Technical Instruction (RTI) training for students as specified in the TIME (Training Industrial Manufacturing Excellence) grant application as noted within approved apprenticeship occupations. This may include onsite instruction, online delivery via 180 skills, and/or degree programs.
 - Develop additional industry partners and serve as sponsors for all apprenticeship occupations including ensuring RAPIDS (Registered Apprenticeship Partners Information Management Data System) requirements are met.

Walters State Community College WSCC Agreement No. 332.96-22-049N Page 2 of 3 Pages

Term: 11/1/2021 - 5/24/2024

- Provide SMT assessment devices (mechanical and electrical) to be used in the 5. high school and/or at the WSCC Morristown Campus.
- Provide VR (Virtual Reality) goggles that can be checked out and/or we will 6. provide hour long demos quarterly and experiences for both middle school and high schools.
- 7. Serve as lead entity to develop, market and offer a manufacturing career awareness camp entitled "Nuts and Bolts and Thing A Ma Jigs". Institution will provide administrative coordination from the division of workforce training with Dr. Nicole Cardwell-Hampton as the coordinator of youth programs. In addition, the institution will recruit and provide a minimum of two industry representatives that will participate by offering a guest speaker, plant tour or other sponsorships as appropriate.
- 8. Provide crosswalk professional development training for usage of VR Goggles within the classroom (for up to 5 faculty). The focus would be on career awareness for manufacturing programs but institution does have automotive, construction and hospitality options with more development in process by the vendor.
- 9. Provide the facilities and support services to enable Contractor to render performance.
- C. The parties further agree that the following shall be essential terms and conditions of this Agreement.
 - The term of this Agreement shall be from November 1, 2021 through 1. May 24, 2024.
 - 2. This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the Contractor shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
 - 3. If the Contractor fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the Contractor shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the Contractor shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the Contractor.
 - This Agreement may be modified only by written amendment executed by all 4. parties hereto.
 - 5. The Contractor shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed subcontractor was or is currently ineligible to bid on the Contract.
 - Unless the Contractor is a State of Tennessee Agency, the Contractor warrants 6. that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor, or consultant to the Contractor in connection with any work contemplated or performed relative to this Agreement. If the Contractor is an individual, the Contractor warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
 - 7. The Contractor hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment

Walters State Community College WSCC Agreement No. 332.96-22-049N Page 3 of 3 Pages

Term: 11/1/2021 - 5/24/2024

practices of the Contractor on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The Contractor shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

- 8. The Contractor, being an independent contractor and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
- 9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
- 10. The Contractor shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the Contractor, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
- 11. Tennessee Code Annotated §12-3-309, prohibits State entities from contracting to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, Contractor attests that Contractor will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any subcontractor, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.

If Contractor is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the Contractor shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. Contractor may appeal the one (1) year by utilizing an appeals process in the Rules of Finance and Administration, Chapter

- As applicable, the Contractor shall be registered or have received an exemption 12. from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.
- 13. Subject to Funds Availability. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to terminate the Agreement upon written notice to the Contractor. Termination under this Section C.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the Contractor shall cease all work associated with the Agreement. Should such an event occur, the Contractor shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Contractor shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- 14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.

Walters State Community College WSCC Agreement No. 332.96-22-049N Page 4 of 3 Pages Term: 11/1/2021 - 5/24/2024

- 15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a material provision of this Contract. The Contractor agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
- 16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

| GREENE COUNTY SCHOOL SYSTEM | WALTERS STATE COMMUNITY COLLEGE | |
|----------------------------------|---------------------------------|--|
| David Melain | Tony Miksa | |
| Signature | Tony Miksa | |
| <u>Director of Schools</u> Title | <u>President</u> Title | |
| September 9, 2021 | September 9, 2021 | |
| Date | Date | |
| | | |

Mailing Address:

Greene County School System Attn: David McLain 910 Summer Street Greeneville, TN 37743

Walters State Community College WSCC Agreement No. 332.96-22-046N Page 1 of 4 Pages

Term: 9/1/2021 - 6/30/2024

MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT BETWEEN WALTERS STATE COMMUNITY COLLEGE AND IATRIC MANUFACTURING SOLUTIONS

This Memorandum of Understanding (MOU) and Agreement, made as of this 20th day of August, 2021, by and between Walters State Community College, hereinafter referred to as the "Institution", and IATRIC Manufacturing Solutions, hereinafter referred to as the "Company".

WITNESSETH

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The Company agrees to perform the following services:
 - 1. Recognize the Institution's office of Workforce Training Industrial Readiness assessments for job applicants and use SMT industrial maintenance options for employee skills upgrade which may satisfy requirements for degree paths and/or apprenticeship paths.
 - 2. Provide the WBL (Work Based Learning) hours completed for CTE (Career and Technical Education) students within the plant so it can be integrated into required On the Job Training (OJT) component of the registered Apprenticeship Program where appropriate.
 - 3. Work with Workforce Training staff to identify the VR (Virtual Reality) options that would be beneficial to existing employees, new hires and/or middle/high school students. This may include introduction to various careers that are available at company location, safety options such as forklift safety, or training needs such shop math.
 - 4. Work with Workforce Training staff to develop at least 2 apprenticeship occupations that can be used for latric Manufaturing Solutions' employees to be submitted for DOL approval. From this, pre-apprenticeship work can be identified and submitted. Once student has completed pre-apprenticeship components, company agrees to provide an interview for potential job openings.
 - 5. Provide training documentation to Institution for any RTI (Related Technical Instruction) that has been provided by Company which could be used within an apprenticeship program. For example, a student who has completed OSHA 30 may be eligible for PLA (Prior Learning Assessment) review and/or satisfy requirements of RTI for apprenticeships.
 - 6. Provide at least one employee to become OSHA certified. This will assist with not only internal options for certified employees, but also may provide additional resources for open enrollment programs offered at the college.
 - 7. Help promote and recruit students to a manufacturing career camp entitled "Nuts, Bolts and Thing-A-Ma-Jigs" during Summer 2022 and/or Summer 2023. Company will provide a guest speaker for 1-2 camps and a plant tour (subject to any safety to health that may arise) in Summer 2022 and Summer 2023.
 - 8. Help promote and assistance for the underwater robotics and/or robot drone league competitions in Summer 2022 and/or Summer 2023 for middle and/or high school career awareness.
 - 9. Recognize that the Institution retains a right to cancel this Agreement if the Institution perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.
- B. The Institution agrees to perform the following services:

Term: 9/1/2021 - 6/30/2024

- Provide the institutional representative from the Division of Workforce Training, Dr. Anita Ricker, as the contact person.
- Serve as the sponsor for all apprenticeship occupations approved and utilized during this grant. all apprenticeship occupations including ensuring RAPIDS (Registered Apprenticeship Partners Information Management Data System) requirements are met
- 3. Provide Related Technical Instruction (RTI) training for students as specified in the TIME (Training Industrial Manufacturing Excellence) grant application as noted within approved apprenticeship occupations. This may include onsite instruction, online delivery via 180 skills®, and/or degree programs.
- 4. Provide SMT assessment devices (mechanical and electrical) to be used in the industrial maintenance programs for certifications. PLA (Prior Learning Assessment) options for degree pathways will be offered.
- 5. Provide VR (Virtual Reality) goggles that can be checked out and/or we will provide hour long demos and experiences for employees.
- 6. Serve as lead entity to develop, market and offer a manufacturing career awareness camp "Nuts and Bolts and Thing-A-Ma-Jigs©". Institution will provide administrative coordination from the division of workforce training with Dr. Nicole Cardwell-Hampton as the coordinator of youth programs.
- 7. Utilize SMT industrial maintenance crosswalk professional development training for usage of VR Goggles within the CTE (Career and Technical Education) classroom for up to 5 faculty. The focus would be on career awareness for manufacturing programs but institution does have automotive, construction and hospitality options with more development in process by the vendor.
- 8. Provide the facilities and support services to enable Company to render performance.
- C. The parties further agree that the following shall be essential terms and conditions of this Agreement.
 - The term of this Agreement shall be from September 1, 2021 through June 30, 2024.
 - 2. This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the Company shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
 - 3. If the Company fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the Company shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the Company shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the Company.
 - 4. This Agreement may be modified only by written amendment executed by all parties hereto.
 - 5. The Company shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed subcompany was or is currently ineligible to bid on the Contract.
 - 6. Unless the Company is a State of Tennessee Agency, the Company warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcompany, or consultant to the Company in connection with any work

Term: 9/1/2021 - 6/30/2024

contemplated or performed relative to this Agreement. If the Company is an individual, the Company warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.

- 7. The Company hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the Company on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The Company shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- 8. The Company, being an independent company and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
- 9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
- 10. The Company shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the Company, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
- 11. Tennessee Code Annotated §12-3-309, prohibits State entities from contracting to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, Company attests that Company will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any subcompany, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.
 - If Company is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the Company shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. Company may appeal the one (1) year by utilizing an appeals process in the Rules of Finance and Administration, Chapter 0620.
- 12. As applicable, the Company shall be registered or have received an exemption from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.
- 13. Subject to Funds Availability. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to terminate the Agreement upon written notice to the Company. Termination under this Section C.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the Company shall cease all work associated with the Agreement. Should such an event occur, the Company shall be entitled to compensation for all satisfactory and authorized services

Walters State Community College WSCC Agreement No. 332.96-22-046N Page 4 of 4 Pages

Term: 9/1/2021 - 6/30/2024

completed as of the termination date. Upon such termination, the Company shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.

- 14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
- 15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a material provision of this Contract. The Company agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
- 16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

WALTERS STATE COMMUNITY COLLEGE

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

| IATRIC | MANUFA | ACTURING | SOLUTION | NS |
|--------|--------|----------|----------|----|
| | | | | |

| Leigh Anne Fluter Signature | Tony Miksa | |
|-----------------------------|-------------------|--|
| Signature | Tony Miksa | |
| Human Resources Manager | President | |
| Title | Title | |
| September 7, 2021 | September 7, 2021 | |
| Date | Date | |

Mailing Address:

latric Manufacturing Solutions Attn: Leigh Anne Fluker 328 Hamblen Avenue Morristown, TN 37813

Walters State Community College WSCC Agreement No. 332.96-22-061N Page 1 of 4 Pages Term: 11/1/2021 - 5/24/2024

MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT BETWEEN WALTERS STATE COMMUNITY COLLEGE AND DELFORT GROUP

This Memorandum of Understanding (MOU) and Agreement, made as of this 13th day of September, 2021, by and between Walters State Community College, hereinafter referred to as the "Institution", and Delfort Group, hereinafter referred to as the "Company".

WITNESSETH

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The Company agrees to perform the following services:
 - 1. Recognize the Institution's office of Workforce Training Industrial Readiness assessments for job applicants and use SMT industrial maintenance options for employee skills upgrade which may satisfy requirements for degree paths and/or apprenticeship paths.
 - 2. Provide the WBL (Work Based Learning) hours completed for CTE (Career and Technical Education) students within the plant so it can be integrated into required On the Job Training (OJT) component of the registered Apprenticeship Program where appropriate.
 - 3. Work with Workforce Training staff to identify the VR (Virtual Reality) options that would be beneficial to existing employees, new hires and/or middle/high school students. This may include introduction to various careers that are available at company location, safety options such as forklift safety, or training needs such shop math.
 - 4. Work with Workforce Training staff to develop at least 2 apprenticeship occupations that can be used for the Company's employees to be submitted for DOL approval. From this, pre-apprenticeship work can be identified and submitted. Once student has completed pre-apprenticeship components, company agrees to provide an interview for potential job openings. This can potentially increase the pipeline of applicants entering the workforce for the first time from high schools.
 - 5. Provide training documentation to Institution for any RTI (Related Technical Instruction) that has been provided by Company which could be used within an apprenticeship program. For example, a student who has completed OSHA 30 may be eligible for PLA (Prior Learning Assessment) review and/or satisfy requirements of RTI for apprenticeships.
 - 6. Utilize SMT (Scientific Management Techniques) equipment for pre-employment assessments. Will interview candidates that pass the ArtaZn pass rate.
 - 7. With the new degree specialization created by the Institution, the company will promote this information to those already assessed within the last three years. Company agrees that the operations management degree with specialization could be a path for supervisory / leadership development of company employees.
 - 8. Provide at least one employee to become OSHA certified. This will assist with not only internal options for certified employees, but also may provide additional resources for open enrollment programs offered at the college.
 - 9. Help promote and recruit students to a manufacturing career camp entitled "Nuts, Bolts and Thing-A-Ma-Jigs" during Summer 2022 and/or Summer 2023. Company will provide a guest speaker for 1-2 camps and a plant tour (subject to any safety to health that may arise) in Summer 2022 and Summer 2023.

Walters State Community College WSCC Agreement No. 332.96-22-061N Page 2 of 4 Pages

Term: 11/1/2021 - 5/24/2024

- 10. Help promote and assistance for the underwater robotics and/or robot drone league competitions in Summer 2022 and/or Summer 2023 for middle and/or high school career awareness.
- 11. Recognize that the Institution retains a right to cancel this Agreement if the Institution perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.
- B. The Institution agrees to perform the following services:
 - Provide the Institutional representative from the Division of Workforce Training, Dr. Anita Ricker, as the contact person.
 - Serve as the sponsor for all apprenticeship occupations approved and utilized during this grant. all apprenticeship occupations including ensuring RAPIDS (Registered Apprenticeship Partners Information Management Data System) requirements are met.
 - 3. Provide Related Technical Instruction (RTI) training for students as specified in the TIME (Training Industrial Manufacturing Excellence) grant application as noted within approved apprenticeship occupations. This may include onsite instruction, online delivery via 180 skills, and/or degree programs.
 - 4. Provide SMT assessment devices (mechanical and electrical) to be used in the industrial maintenance programs for certifications. PLA (Prior Learning Assessment) options for degree pathways will be offered within the Operations Management specialization.
 - 5. Provide VR (Virtual Reality) goggles that can be checked out and/or we will provide hour long demos and experiences for employees.
 - 6. Serve as lead entity to develop, market and offer a manufacturing career awareness camp "Nuts and Bolts and Thing-A-Ma-Jigs©". Institution will provide administrative coordination from the division of workforce training with Dr. Nicole Cardwell-Hampton as the coordinator of youth programs.
 - 7. Assist with the utilization of SMT industrial maintenance crosswalk professional development training and usage of VR Goggles. The focus would be on career awareness for manufacturing programs but Institution does have automotive, construction and hospitality options with more development in process by the vendor.
 - 8. Provide the facilities and support services to enable Company to render performance.
- C. The parties further agree that the following shall be essential terms and conditions of this Agreement.
 - 1. The term of this Agreement shall be from November 1, 2021 through May 24, 2024.
 - This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the Company shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
 - 3. If the Company fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the Company shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the Company shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the Company.
 - 4. This Agreement may be modified only by written amendment executed by all parties hereto.

Walters State Community College WSCC Agreement No. 332.96-22-061N Page 3 of 4 Pages

Term: 11/1/2021 - 5/24/2024

5. The Company shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed subcontractor was or is currently ineligible to bid on the Contract.

- 6. Unless the Company is a State of Tennessee Agency, the Company warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor, or consultant to the Company in connection with any work contemplated or performed relative to this Agreement. If the Company is an individual, the Company warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
- 7. The Company hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the Company on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The Company shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- 8. The Company, being an independent contractor and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
- 9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
- 10. The Company shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the Company, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
- 11. Tennessee Code Annotated §12-3-309, prohibits State entities from contracting to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, Company attests that Company will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any subcontractor, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.

If Company is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the Company shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. Company may appeal the one (1) year by utilizing an appeals process in the Rules of Finance and Administration, Chapter 0620.

Walters State Community College WSCC Agreement No. 332.96-22-061N Page 4 of 4 Pages

Term: 11/1/2021 - 5/24/2024

- As applicable, the Company shall be registered or have received an exemption 12. from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.
- 13. Subject to Funds Availability. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to terminate the Agreement upon written notice to the Company. Termination under this Section C.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the Company shall cease all work associated with the Agreement. Should such an event occur, the Company shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Company shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- 14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
- 15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a material provision of this Contract. The Company agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
- 16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

Date

WALTERS STATE COMMUNITY COLLEGE

Tony Miksa

Tony Miksa

President

Title

September 14, 2021

Date

Mailing Address:

Delfort Group Attn: Robbie Miller 170 Geiger Road Surgoinsville, TN 37873

Walters State Community College WSCC Agreement No. 332.96-22-062N Page 1 of 4 Pages

Term: 11/1/2021 - 5/24/2024

MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT BETWEEN WALTERS STATE COMMUNITY COLLEGE AND AMERICAN APPLIANCE PRODUCTS, LLC

This Memorandum of Understanding (MOU) and Agreement, made as of this 13th day of September, 2021, by and between Walters State Community College, hereinafter referred to as the "Institution", and American Appliance Products, LLC, hereinafter referred to as the "Company".

WITNESSETH

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The Company agrees to perform the following services:
 - 1. Recognize the Institution's office of Workforce Training Industrial Readiness assessments for job applicants and use SMT industrial maintenance options for employee skills upgrade which may satisfy requirements for degree paths and/or apprenticeship paths.
 - 2. Provide the WBL (Work Based Learning) hours completed for CTE (Career and Technical Education) students within the plant so it can be integrated into required On the Job Training (OJT) component of the registered Apprenticeship Program where appropriate.
 - 3. Work with Workforce Training staff to identify the VR (Virtual Reality) options that would be beneficial to existing employees, new hires and/or middle/high school students. This may include introduction to various careers that are available at company location, safety options such as forklift safety, or training needs such shop math.
 - 4. Work with Workforce Training staff to explore development of apprenticeship occupations that can be used for the Company's employees to be submitted for DOL approval. From this, pre-apprenticeship work can be identified and submitted. Once student has completed pre-apprenticeship components, company agrees to provide an interview for potential job openings.
 - 5. Provide training documentation to Institution for any RTI (Related Technical Instruction) that has been provided by Company which could be used within an apprenticeship program. For example, a student who has completed OSHA 30 may be eligible for PLA (Prior Learning Assessment) review and/or satisfy requirements of RTI for apprenticeships.
 - 6. Utilize SMT (Scientific Management Techniques) equipment for pre-employment assessments. Will interview candidates that pass the ArtaZn pass rate.
 - 7. With the new degree specialization created by the Institution, the company will promote this information to those already assessed within the last three years. Company agrees that the operations management degree with specialization could be a path for supervisory / leadership development of company employees.
 - 8. Provide at least one employee to become OSHA certified. This will assist with not only internal options for certified employees, but also may provide additional resources for open enrollment programs offered at the college.
 - 9. Help promote and recruit students to a manufacturing career camp entitled "Nuts, Bolts and Thing-A-Ma-Jigs" during Summer 2022 and/or Summer 2023. Company will provide a guest speaker for 1-2 camps and a plant tour (subject to any safety to health that may arise) in Summer 2022 and Summer 2023.
 - 10. Help promote and assistance for the underwater robotics and/or robot drone league competitions in Summer 2022 and/or Summer 2023 for middle and/or high school career awareness.

Walters State Community College WSCC Agreement No. 332.96-22-062N Page 2 of 4 Pages

Term: 11/1/2021 - 5/24/2024

11. Recognize that the Institution retains a right to cancel this Agreement if the Institution perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.

- B. The Institution agrees to perform the following services:
 - 1. Provide the Institutional representative from the Division of Workforce Training, Dr. Anita Ricker, as the contact person.
 - Serve as the sponsor for all apprenticeship occupations approved and utilized during this grant. all apprenticeship occupations including ensuring RAPIDS (Registered Apprenticeship Partners Information Management Data System) requirements are met.
 - Provide Related Technical Instruction (RTI) training for students as specified in the TIME (Training Industrial Manufacturing Excellence) grant application as noted within approved apprenticeship occupations. This may include onsite instruction, online delivery via 180 skills, and/or degree programs.
 - 4. Provide SMT assessment devices (mechanical and electrical) to be used in the industrial maintenance programs for certifications. PLA (Prior Learning Assessment) options for degree pathways will be offered within the Operations Management specialization.
 - 5. Provide VR (Virtual Reality) goggles that can be checked out and/or we will provide hour long demos and experiences for employees.
 - 6. Serve as lead entity to develop, market and offer a manufacturing career awareness camp "Nuts and Bolts and Thing-A-Ma-Jigs©". Institution will provide administrative coordination from the division of workforce training with Dr. Nicole Cardwell-Hampton as the coordinator of youth programs.
 - 7. Assist with the utilization of SMT industrial maintenance crosswalk professional development training and usage of VR Goggles. The focus would be on career awareness for manufacturing programs but Institution does have automotive, construction and hospitality options with more development in process by the vendor.
 - 8. Provide the facilities and support services to enable Company to render performance.
- C. The parties further agree that the following shall be essential terms and conditions of this Agreement.
 - 1. The term of this Agreement shall be from November 1, 2021 through May 24, 2024.
 - This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the Company shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
 - 3. If the Company fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the Company shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the Company shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the Company.
 - 4. This Agreement may be modified only by written amendment executed by all parties hereto.
 - 5. The Company shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given

Walters State Community College WSCC Agreement No. 332.96-22-062N Page 3 of 4 Pages

Term: 11/1/2021 - 5/24/2024

if the proposed subcontractor was or is currently ineligible to bid on the Contract.

- Unless the Company is a State of Tennessee Agency, the Company warrants that 6. no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor, or consultant to the Company in connection with any work contemplated or performed relative to this Agreement. If the Company is an individual, the Company warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
- 7. The Company hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the Company on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The Company shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- 8. The Company, being an independent contractor and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
- 9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
- 10. The Company shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the Company, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
- Tennessee Code Annotated §12-3-309, prohibits State entities from contracting 11. to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, Company attests that Company will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any subcontractor, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.
 - If Company is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the Company shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. Company may appeal the one (1) year by utilizing an appeals process in the Rules of Finance and Administration, Chapter 0620.
- As applicable, the Company shall be registered or have received an exemption 12. from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.

Walters State Community College WSCC Agreement No. 332.96-22-062N Page 4 of 4 Pages

Term: 11/1/2021 - 5/24/2024

- 13. Subject to Funds Availability. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to terminate the Agreement upon written notice to the Company. Termination under this Section C.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the Company shall cease all work associated with the Agreement. Should such an event occur, the Company shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Company shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- 14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
- 15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a material provision of this Contract. The Company agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
- 16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

| AMERICAN APPLIANCE PRODUCTS, LLC | WALTERS STATE COMMUNITY COLLEGE |
|----------------------------------|---------------------------------|
| Stewn C. Km, VP-CFO | Tony Miksa |
| Signature | Tony Miksa |
| VP-CFO | President |
| Title | Title |
| 9-9-21 | September 14, 2021 |
| Date | Date |

Mailing Address:

American Appliance Products, LLC Attn: Steve Koss 5363 South Lakeshore Dr Ludington, MI 49431

Memorandum of Understanding Between

Walters State Community College and East Tennessee Local Workforce Development Board

Whereas, Walters State Community College (Walters State) and East Tennessee Local Workforce Development Board for the East Tennessee Local Workforce Development Area are interested in forming a long-term, regional Collaborative that includes higher education, area employers, economic development and workforce agencies, and local/regional K-12 systems.

Whereas, Walters State and East Tennessee Local Workforce Development Board are interested in working together to develop and to implement a GIVE 2.0 TIME (TRAINING INDUSTRIAL MANUFACTURING EXCELLENCE) GRANT program that will identify and address local/regional workforce needs and skills gaps in local workforce pools in the career cluster areas of manufacturing.

Whereas, both Walters State and East Tennessee Local Workforce Development Board recognize that business engagement in the education and training of workers is key to successful labor market outcomes, and that long-term sustainability planning for successful initiatives and interventions is critical and will continue to serve the community beyond the grant period.

Whereas, seven of the counties in the East Tennessee Local Workforce Development Area are in the service area of Walters State (Hamblen, Hawkins, Cocke, Sevier, Claiborne, Grainger, Union); and

Whereas, Walters State and East Tennessee Local Workforce Development Board are interested in signing a memorandum of understanding outlining roles and responsibilities of each organization and partnering to demonstrate interest and capacity for GIVE 2.0 TIME (TRAINING INDUSTRIAL MANUFACTURING EXCELLENCE) GRANT program participation in order to:

- 1) enhance, expand, and/or develop academic programs that create viable educational and career pathways that lead to industry-recognized credentials, self-sustaining employment, and career advancement;
- 2) develop and implement a collaborative, meaningful, and structured continuum of work-based learning (WBL) experiences, including development and/or expansion of internships, co-ops, apprenticeships, and externships;
- 3) develop/expand industry recognized certification preparation and attainment; and
- 4) align training and program goals with postsecondary credentials.

Now Therefore, each party agrees to the following:

Walters State Community College agrees to collaborate in the following ways:

- 1) Serve as lead entity and fiscal agent for the GIVE 2.0 TIME (TRAINING INDUSTRIAL MANUFACTURING EXCELLENCE) GRANT project;
- 2) Provide leadership for the planning, development, and implementation of the GIVE 2.0 TIME (TRAINING INDUSTRIAL MANUFACTURING EXCELLENCE) GRANT project;
- 3) Provide the institutional representative from the Division of Workforce Training, Dr. Anita Ricker, as the contact person;
- 4) Provide leadership for the development of a collaborative roundtable and/or advisory committee to plan activities and monitor achievement of measurable project outcomes;
- 5) Conduct/facilitate collaborative roundtable/advisory committee meetings/manufacturing councils;
- 6) Plan and organize a continuum of work-based learning experiences, including industry experiences, internships, co-ops, apprenticeships, and externships;
- 7) Work with collaborative partners to prepare students with academic and other workplace readiness skills, including time management training, reading and math skill development, individual and group tutoring, advising and career counseling, and job placement services;
- 8) Work with collaborative partners to develop and conduct outreach services and recruit students to higher education programs and appropriate disciplines and provide pathway options;
- 9) Work with collaborative partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs;
- 10) Provide a framework by which to support and mentor students that includes high school teachers, college

Memorandum of Understanding Between

Walters State Community College and East Tennessee Local Workforce Development Board

faculty, college and high school staff, and employer partners;

- 11) Provide VR (Virtual Reality) training and industrial readiness crosswalks for careers leading to manufacturing jobs/in demand occupations; and
- 12) Provide a framework by which GIVE 2.0 TIME (TRAINING INDUSTRIAL MANUFACTURING EXCELLENCE) GRANT initiatives will be evaluated and sustained.

East Tennessee Local Workforce Development Board agrees to collaborate in the following ways:

- Participate actively in the Walters State GIVE 2.0 TIME (TRAINING INDUSTRIAL MANUFACTURING EXCELLENCE)
 GRANT collaborative by providing workforce development practitioners to participate in
 collaborative/roundtable activities;
- 2) Work with collaborative partners to align and to map education/training program curriculum and credentialing requirements to industry standards and needs;
- Assist with the implementation of assessments or credentials that can significantly strengthen the reliability of student learning outcome measures e.g. National Career Readiness assessment/certification;
- 4) Identify high demand, industry-recognized certifications or credentials used for hiring and promotion;
- 5) Participate in the development and implementation of a career and workplace readiness certification/acknowledgement program with participating schools;
- 6) Participate in the planning and execution of GIVE 2.0 TIME (TRAINING INDUSTRIAL MANUFACTURING EXCELLENCE) GRANT project evaluation and with the determination of sustainability of successful project components;
- 7) Assist with the development and implementation of the GIVE 2.0 TIME (TRAINING INDUSTRIAL MANUFACTURING EXCELLENCE) GRANT work-based learning continuum in areas of:
- i. career awareness: i.e., develop projects/activities that favorably depict career options in targeted fields;
- ii. career exploration: i.e., provide labor market information addressing high demand occupations for the region and the state; and
- iii. career preparation and training: i.e., underwrite project-based based learning activities and capstone work-based learning experiences such as OJT, internships, and pre- and Registered Apprenticeships for eligible customers.;
- 8) Share student/employee data with lead entity to be used for project evaluation and dissemination of outcomes/results of activities funded through the project;
- 9) Provide supportive services to eligible customers; and
- 10) Work with collaborative partners to develop and conduct outreach services and recruit students to higher education programs and appropriate disciplines.

| WAITERS | STATE | COMMUNITY | COLLEGE |
|---------|-------|-----------|---------|

EAST TENNESSEE LOCAL WORKFORCE DEVELOPMENT BOARD

| Tony Miksa, President | Bill Walker | Executive Director |
|------------------------|------------------------|--------------------|
| PRINTED NAME AND TITLE | PRINTED NAME AND TITLE | |
| Tony Miksa | Bill Walker | |
| SIGNATURE | SIGNATURE | |
| September 9, 2021 | September 9, 2021 | |
| DATE | DATE | |

Walters State Community College WSCC Agreement No. 332.96-22-050P Page 1 of 3 Pages

Term: 11/1/2021 - 5/24/2024

MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT BETWEEN WALTERS STATE COMMUNITY COLLEGE AND CLINCH-POWELL RC&D COUNCIL, INC.

This Memorandum of Understanding (MOU) and Agreement, made as of this 8th day of September, 2021, by and between Walters State Community College, hereinafter referred to as the "Institution", and Clinch-Powell RC&D Council, Inc., hereinafter referred to as the "Contractor".

WITNESSETH

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The Contractor agrees to perform the following services:
 - 1. Provide quarterly financial literacy workshops to the Walters State students enrolled in the funded pre-apprenticeship or apprenticeship programs.
 - 2. Provide referrals to Walter's State as we work closely with individuals and households in our Housing Counseling and Financial Coaching programs. Our clients are oftentimes experiencing financial hardship and are in need of quality workforce development training to ensure they become employed and receive a livable wage.
 - 3. Accept referrals from Walter's State for the students living in households that may be experiencing financial hardship which includes, but not limited to, possible eviction or foreclosure, homeowner and homebuyer education, etc.
 - 4. Contractor has a long history of serving rural communities in the great state of Tennessee. Contractor is a 501C3 not-for-profit organization originally chartered in 1989. The counties Contractor serves and offers programs and services to include Claiborne, Grainger, Hamblen, Hancock, Hawkins, Jefferson and Union. Contractor believes every person deserves to live in a healthy and vital community where families are strong and the environment is clean. It is the Contractor's mission to build strong, sustainable communities by investing in people, housing, ecotourism and conservation of natural resources. Contractor accomplishes this through partnerships, direct investments, financial education and counseling, and by providing housing solutions, primarily in Tennessee.
 - 5. Work to identify or partner on WBL (Work Based Learning) hours completed with local industry partners so it can be integrated into required On the Job Training (OJT) component of the registered Apprenticeship Program where appropriate.
 - 6. Provide training documentation to Institution for any RTI (Related Technical Instruction) that has been provided by Contractor which could be used within an apprenticeship program. For example, a student who has completed OSHA 30 may be eligible for PLA (Prior Learning Assessment) review and/or satisfy requirements of RTI for apprenticeships.
 - 7. Help promote and recruit students to a manufacturing career camp entitled "Nuts, Bolts and Thing-A-Ma-Jigs" during Summer 2022 and/or Summer 2023.
 - 8. Recognize that the Institution retains a right to cancel this Agreement if the Institution perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.
- B. The Institution agrees to perform the following services:
 - 1. Provide the institutional representative from the Division of Workforce Training, Dr. Anita Ricker, as the contact person.
 - Serve as the sponsor for all apprenticeship occupations approved and utilized during this grant.

Term: 11/1/2021 - 5/24/2024

- 3. Provide Related Technical Instruction (RTI) training for students as specified in the TIME (Training Industrial Manufacturing Excellence) grant application as noted within approved apprenticeship occupations. This may include onsite instruction, online delivery via 180 skills, and/or degree programs.
- Develop additional industry partners and serve as sponsors for all apprenticeship occupations including ensuring RAPIDS (Registered Apprenticeship Partners Information Management Data System) requirements are met.
- 5. Provide SMT assessment devices (mechanical and electrical) to be used in the high school and/or at company location if applicable.
- Provide VR (Virtual Reality) goggles that can be checked out and/or we will
 provide hour long demos and experiences for both middle school and high
 schools.
- 7. Serve as lead entity to develop, market and offer a manufacturing career awareness camp entitled "Nuts and Bolts and Thing A Ma Jigs". Institution will provide administrative coordination from the division of workforce training with Dr. Nicole Cardwell-Hampton as the coordinator of youth programs. In addition, the institution will recruit and provide a minimum of two industry representatives that will participate by offering a guest speaker, plant tour or other sponsorships as appropriate.
- 8. Provide crosswalk professional development training for usage of VR Goggles for onsite programs. The focus of training would be on career awareness.
- Provide the facilities and support services to enable Contractor to render performance.
- C. The Institution agrees to compensate the Contractor as follows:
 - 1. Rate of compensation: a maximum of \$3,000.00.
 - Timetable for payments: Financial training and/or counseling services will be provided throughout the duration of the grant and will be paid upon completion of services.
 - 3. Payments to the Contractor shall be made according to the schedule set out above, but only after receipt of an invoice for services performed. The final payment shall be made only after the Contractor has completely performed the duties as specified under this Agreement.
 - 4. In no event shall the liability of the Institution under this Contract exceed \$3,000.00.
- D. The parties further agree that the following shall be essential terms and conditions of this Agreement.
 - The term of this Agreement shall be from November 1, 2021 through May 24, 2024.
 - This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the Contractor shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
 - 3. If the Contractor fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the Contractor shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the Contractor shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the Contractor.

Walters State Community College WSCC Agreement No. 332.96-22-050P Page 3 of 3 Pages

Term: 11/1/2021 - 5/24/2024

- 4. This Agreement may be modified only by written amendment executed by all parties hereto.
- The Contractor shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed subcontractor was or is currently ineligible to bid on the Contract.
- 6. Unless the Contractor is a State of Tennessee Agency, the Contractor warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor, or consultant to the Contractor in connection with any work contemplated or performed relative to this Agreement. If the Contractor is an individual, the Contractor warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
- 7. The Contractor hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the Contractor on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The Contractor shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- 8. The Contractor, being an independent contractor and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
- 9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
- 10. The Contractor shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the Contractor, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
- 11. Tennessee Code Annotated §12-3-309, prohibits State entities from contracting to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, Contractor attests that Contractor will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any subcontractor, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.

If Contractor is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the Contractor shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. Contractor may appeal the one (1) year by

Walters State Community College WSCC Agreement No. 332.96-22-050P Page 4 of 3 Pages

Term: 11/1/2021 - 5/24/2024

utilizing an appeals process in the Rules of Finance and Administration, Chapter 0620.

- 12. As applicable, the Contractor shall be registered or have received an exemption from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.
- 13. Subject to Funds Availability. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to terminate the Agreement upon written notice to the Contractor. Termination under this Section D.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the Contractor shall cease all work associated with the Agreement. Should such an event occur, the Contractor shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Contractor shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- 14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
- 15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a material provision of this Contract. The Contractor agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
- 16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

Date

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

| CHIN | CH-PO | NFII | RC&D | COUNCIL. | INC |
|-------|------------|-----------------|-------|----------|-----|
| CLIIV | CI 1-F O 1 | 'V L L L | ILCAD | COUNCIL | |

Tony Miksa Tony Miksa President Title September 14, 2021

WALTERS STATE COMMUNITY COLLEGE

Mailing Address:

Title

Date

Clinch-Powell RC&D Council, Inc. Attn: Rebecca Dillow 7995 Rutledge Pike Rutledge, TN 37861

Executive Director

September 14, 2021

Walters State Community College WSCC Agreement No. 332.96-22-061N Page 1 of 4 Pages

Term: 11/1/2021 - 5/24/2024

MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT BETWEEN WALTERS STATE COMMUNITY COLLEGE AND COCKE COUNTY PARTNERSHIP

This Memorandum of Understanding (MOU) and Agreement, made as of this 13th day of September, 2021, by and between Walters State Community College, hereinafter referred to as the "Institution", and Cocke County Partnership, hereinafter referred to as the "Company".

WITNESSETH

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The Company agrees to perform the following services:
 - 1. Recognize the Institution's office of Workforce Training Industrial Readiness assessments for job applicants and use SMT industrial maintenance options for employee skills upgrade which may satisfy requirements for degree paths and/or apprenticeship paths.
 - 2. Promote WBL (Work Based Learning) hours completed for CTE (Career and Technical Education) students within local manufacturing plants so it can be integrated into required On the Job Training (OJT) component of the registered Apprenticeship Program where appropriate.
 - 3. Work with Workforce Training staff to identify the VR (Virtual Reality) options that would be beneficial to existing employees, new hires and/or middle/high school students. This may include introduction to various careers that are available at company location, safety options such as forklift safety, or training needs such shop math.
 - 4. Host one to two meetings per year to bring local manufacting plants and educators together to create solutions to the skills gaps crisis and to be ready for new industrial recruiting opportunites.
 - 5. Will promote the new operations management degree with specialization could be a path for supervisory/leadership development of company employees.
 - 6. Help promote and recruit students to a manufacturing career camp entitled "Nuts, Bolts and Thing-A-Ma-Jigs" during Summer 2022 and/or Summer 2023. Company will provide a guest speaker for 1-2 camps and a help coordinate plant tour (subject to any safety to health that may arise) in Summer 2022 and Summer 2023.
 - 7. Help promote and provide assistance for the underwater robotics and/or robot drone league competitions in Summer 2022 and/or Summer 2023 for middle and/or high school career awareness.
 - 8. Recognize that the Institution retains a right to cancel this Agreement if the Institution perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.
- B. The Institution agrees to perform the following services:
 - 1. Provide the institutional representative from the Division of Workforce Training, Dr. Anita Ricker, as the contact person.
 - Serve as the sponsor for all apprenticeship occupations approved and utilized during this grant. all apprenticeship occupations including ensuring RAPIDS (Registered Apprenticeship Partners Information Management Data System) requirements are met.
 - 3. Provide Related Technical Instruction (RTI) training for students as specified in the TIME (Training Industrial Manufacturing Excellence) grant application as

Walters State Community College WSCC Agreement No. 332.96-22-061N Page 2 of 4 Pages

Term: 11/1/2021 - 5/24/2024

noted within approved apprenticeship occupations. This may include onsite instruction, online delivery via 180 skills, and/or degree programs.

- 4. Provide SMT assessment devices (mechanical and electrical) to be used in the industrial maintenance programs for certifications. PLA (Prior Learning Assessment) options for degree pathways will be offered within the Operations Management specialization.
- 5. Provide VR (Virtual Reality) goggles that can be checked out and/or we will provide hour long demos and experiences for employees.
- 6. Serve as lead entity to develop, market and offer a manufacturing career awareness camp "Nuts and Bolts and Thing-A-Ma-Jigs@". Institution will provide administrative coordination from the division of workforce training with Dr. Nicole Cardwell-Hampton as the coordinator of youth programs.
- 7. Assist with the utilization of SMT industrial maintenance crosswalk professional development training and usage of VR Goggles. The focus would be on career awareness for manufacturing programs but institution does have automotive, construction and hospitality options with more development in process by the vendor.
- Provide the facilities and support services to enable Company to render 8. performance.
- C. The parties further agree that the following shall be essential terms and conditions of this Agreement.
 - The term of this Agreement shall be from November 1, 2021 through 1. May 24, 2024.
 - 2. This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the Company shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
 - 3. If the Company fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the Company shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the Company shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the Company.
 - 4. This Agreement may be modified only by written amendment executed by all parties hereto.
 - 5. The Company shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed subcontractor was or is currently ineligible to bid on the Contract.
 - 6. Unless the Company is a State of Tennessee Agency, the Company warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor, or consultant to the Company in connection with any work contemplated or performed relative to this Agreement. If the Company is an individual, the Company warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
 - 7. The Company hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment

Walters State Community College WSCC Agreement No. 332.96-22-061N Page 3 of 4 Pages

Term: 11/1/2021 - 5/24/2024

practices of the Company on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The Company shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

- 8. The Company, being an independent contractor and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
- 9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
- 10. The Company shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the Company, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
- 11. Tennessee Code Annotated §12-3-309, prohibits State entities from contracting to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, Company attests that Company will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any subcontractor, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.
 - If Company is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the Company shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. Company may appeal the one (1) year by utilizing an appeals process in the Rules of Finance and Administration, Chapter 0620.
- 12. As applicable, the Company shall be registered or have received an exemption from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.
- Subject to Funds Availability. This Agreement is subject to the appropriation and 13. availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to terminate the Agreement upon written notice to the Company. Termination under this Section C.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the Company shall cease all work associated with the Agreement. Should such an event occur, the Company shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Company shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- This Agreement shall be governed by and construed in accordance with the laws 14. of the State of Tennessee.

Cocke County Partnership Attn: Lucas Graham

Newport, TN 37821

115 Mulberry Street, Suite 200

Walters State Community College WSCC Agreement No. 332.96-22-061N Page 4 of 4 Pages

Term: 11/1/2021 - 5/24/2024

- 15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a material provision of this Contract. The Company agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
- 16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

| COCKE COUNTY PARTNERSHIP | WALTERS STATE COMMUNITY COLLEGE |
|--------------------------|---------------------------------|
| Que Coast | Tony Miksa |
| Signature | Tony Miksa |
| Presiden L | President |
| Title | Title |
| 9/8/21 | September 14, 2021 |
| Date | Date |
| | |
| Mailing Address: | |

Walters State Community College WSCC Agreement No. 332.96-22-066N Page 1 of 4 Pages

Term: 11/1/2021 - 5/24/2024

MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT BETWEEN WALTERS STATE COMMUNITY COLLEGE AND HAMBLEN COUNTY SCHOOL SYSTEM

This Memorandum of Understanding (MOU) and Agreement, made as of this 14th day of September, 2021, by and between Walters State Community College, hereinafter referred to as the "Institution", and Hamblen County School System, hereinafter referred to as the "Contractor".

WITNESSETH

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The Contractor agrees to perform the following services:
 - 1. Assist the Institution's office of Workforce Training by administering and/or promoting Industrial Readiness assessments to upgrade skills for workforce training students which may satisfy requirements for degree paths and/or apprenticeship paths.
 - Provide the WBL (Work Based Learning) hours completed with local industry partners so it can be integrated into required On the Job Training (OJT) component of the registered Apprenticeship Program where appropriate.
 - 3. Provide training documentation to Institution for any RTI (Related Technical Instruction) that has been provided by Contractor which could be used within an apprenticeship program. For example, a student who has completed OSHA 30 may be eligible for PLA (Prior Learning Assessment) review and/or satisfy requirements of RTI for apprenticeships.
 - 4. Help promote and recruit students to a manufacturing career camp entitled "Nuts, Bolts and Thing-A-Ma-Jigs" during Summer 2022 and/or Summer 2023. Contractor will host the career camp and will provide access to equipment where appropriate such as PLC, CNC, Welding, etc. In addition, contractor will help recruit faculty members to serve as adjunct faculty.
 - 5. Help promote and recruit team for the underwater robotics and/or robot drone league competitions in Summer 2022 and/or Summer 2023 for middle and/or high school career awareness using Cumberland Gap STEM program.
 - 6. Recognize that the Institution retains a right to cancel this Agreement if the Institution perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.
- B. The Institution agrees to perform the following services:
 - 1. Provide the institutional representative from the Division of Workforce Training, Dr. Anita Ricker, as the contact person.
 - 2. Serve as the sponsor for all apprenticeship occupations approved and utilized during this grant.
 - 3. Provide Related Technical Instruction (RTI) training for students as specified in the TIME (Training Industrial Manufacturing Excellence) grant application as noted within approved apprenticeship occupations. This may include onsite instruction, online delivery via 180 skills, and/or degree programs.
 - Develop additional industry partners and serve as sponsors for all apprenticeship occupations including ensuring RAPIDS (Registered Apprenticeship Partners Information Management Data System) requirements are met.
 - 5. Provide SMT assessment devices (mechanical and electrical) to be used in the high school and/or at the Newport Center for Higher Education.

Term: 11/1/2021 - 5/24/2024

- Provide VR (Virtual Reality) goggles that can be checked out and/or we will
 provide hour long demos and experiences for both middle school and high
 schools.
- 7. Serve as lead entity to develop, market and offer a manufacturing career awareness camp entitled "Nuts and Bolts and Thing A Ma Jigs". Institution will provide administrative coordination from the division of workforce training with Dr. Nicole Cardwell-Hampton as the coordinator of youth programs. In addition, the institution will recruit and provide a minimum of two industry representatives that will participate by offering a guest speaker, plant tour or other sponsorships as appropriate.
- 8. Provide crosswalk professional development training for usage of VR Goggles within the classroom (for up to 5 faculty). The focus would be on career awareness. Provide the facilities and support services to enable Contractor to render performance.
- Provide the facilities and support services to enable Contractor to render performance.
- C. The parties further agree that the following shall be essential terms and conditions of this Agreement.
 - 1. The term of this Agreement shall be from November 1, 2021 through May 24, 2024.
 - 2. This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the Contractor shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
 - 3. If the Contractor fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the Contractor shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the Contractor shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the Contractor.
 - 4. This Agreement may be modified only by written amendment executed by all parties hereto.
 - The Contractor shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed subcontractor was or is currently ineligible to bid on the Contract.
 - 6. Unless the Contractor is a State of Tennessee Agency, the Contractor warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor, or consultant to the Contractor in connection with any work contemplated or performed relative to this Agreement. If the Contractor is an individual, the Contractor warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
 - 7. The Contractor hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the Contractor on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The Contractor shall, upon

Term: 11/1/2021 - 5/24/2024

request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

- 8. The Contractor, being an independent contractor and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
- 9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
- 10. The Contractor shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the Contractor, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
- 11. Tennessee Code Annotated §12-3-309, prohibits State entities from contracting to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, Contractor attests that Contractor will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any subcontractor, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.
 - If Contractor is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the Contractor shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. Contractor may appeal the one (1) year by utilizing an appeals process in the Rules of Finance and Administration, Chapter 0620.
- 12. As applicable, the Contractor shall be registered or have received an exemption from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.
- 13. Subject to Funds Availability. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to terminate the Agreement upon written notice to the Contractor. Termination under this Section C.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the Contractor shall cease all work associated with the Agreement. Should such an event occur, the Contractor shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Contractor shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- 14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
- 15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a

Walters State Community College WSCC Agreement No. 332.96-22-066N Page 4 of 4 Pages Term: 11/1/2021 - 5/24/2024

material provision of this Contract. The Contractor agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.

16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

Hambien County School System

ignature

700

Mailing Address: Hamblen County School System Attn: Chuck Carter 210 East Morris Boulevard Morristown, TN 37813

WALTERS STATE COMMUNITY COLLEGE

Tony Miksa

Tony Miksa

President

Title

September 15, 2021

Date

Walters State Community College WSCC Agreement No.332.96-22-052P Page 1 of 4 Pages Term: 11/1/2021 - 5/24/2024

MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT BETWEEN WALTERS STATE COMMUNITY COLLEGE

AND COCKE COUNTY SCHOOL SYSTEM

This Memorandum of Understanding (MOU) and Agreement, made as of this 8th day of September, 2021, by and between Walters State Community College, hereinafter referred to as the "Institution", and Cocke County School System, hereinafter referred to as the "School System".

WITNESSETH

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The School System agrees to perform the following services:
 - Assist the Institution's office of Workforce Training by administering or introducing students to Industrial Readiness assessments to upgrade skills for workforce training students which may satisfy requirements for degree paths and/or apprenticeship paths.
 - Provide the WBL (Work Based Learning) hours completed with local industry partners so it can be integrated into required On the Job Training (OJT) component of the registered Apprenticeship Program where appropriate.
 - 3. Provide training documentation to Institution for any RTI (Related Technical Instruction) that has been provided by School System which could be used within an apprenticeship program. For example, a student who has completed NC3 or OSHA 30 may be eligible for PLA (Prior Learning Assessment) review and/or satisfy requirements of RTI for apprenticeships.
 - 4. Help promote and recruit students to a manufacturing career camp entitled "Nuts, Bolts and Thing-A-Ma-Jigs" during Summer 2022 and/or Summer 2023. Camp will be located at WSCC's Newport Center. In addition, School System will help recruit faculty members to serve as adjunct faculty.
 - 5. Help promote a team for the underwater robotics competitions in Summer 2022 and/or Summer 2023 for middle and/or high school career awareness.
 - 6. Purchase additional equipment in the amount of \$71,103.00 (see Attachment A) to help expand the industrial maintenance program.
 - 7. Recognize that the Institution retains a right to cancel this Agreement if the Institution perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.
- B. The Institution agrees to perform the following services:
 - 1. Provide the institutional representative from the Division of Workforce Training, Dr. Anita Ricker, as the contact person.
 - 2. Serve as the sponsor for all apprenticeship occupations approved and utilized during this grant.
 - 3. Provide Related Technical Instruction (RTI) training for students as specified in the TIME (Training Industrial Manufacturing Excellence) grant application as noted within approved apprenticeship occupations. This may include onsite instruction, online delivery via 180 skills, and/or degree programs.
 - 4. Develop additional industry partners and serve as sponsors for all apprenticeship occupations including ensuring RAPIDS (Registered Apprenticeship Partners Information Management Data System) requirements are met.
 - 5. Provide SMT assessment devices (mechanical and electrical) to be used in the high school and/or at the Newport Center for Higher Education.

Term: 11/1/2021 - 5/24/2024

- Provide VR (Virtual Reality) goggles that can be checked out and/or we will
 provide hour long demos and experiences for both middle school and high
 schools.
- 7. Serve as lead entity to develop, market and offer a manufacturing career awareness camp entitled "Nuts and Bolts and Thing A Ma Jigs". Institution will provide administrative coordination from the division of workforce training with Dr. Nicole Cardwell-Hampton as the coordinator of youth programs. In addition, the institution will recruit and provide a minimum of two industry representatives that will participate by offering a guest speaker, plant tour or other sponsorships as appropriate.
- 8. Provide crosswalk professional development training for usage of VR Goggles within the classroom (for up to 5 faculty). The focus would be on career awareness for manufacturing programs but institution does have automotive, construction and hospitality options with more development in process by the vendor.
- 9. Review any industry certifications offered by school system to determine elibility for PLA credit to a degree or technical certificate.
- 10. Subject to the funds available from the Governor's Investment in Vocational Education (GIVE) 2.0 RFP, the Institution shall reimburse School System the amount of \$71,103.00 after appropriate documentation of purchases in accordance with Attachment A for the purpose of expanding the industrial maintenance program in the high school(s).
- 11. Provide the facilities and support services to enable School System to render performance.
- C. The Institution agrees to compensate the Contractor as follows:
 - 1. Rate of compensation: a maximum of \$71,103.00.
 - 2. Timetable for payments: to be paid upon completion of services in accordance with Attachment A.
 - 3. Payments to the Contractor shall be made according to the schedule set out above, but only after receipt of an invoice for services performed. The final payment shall be made only after the Contractor has completely performed the duties as specified under this Agreement.
 - 4. In no event shall the liability of the Institution under this Contract exceed \$71,103.00.
- D. The parties further agree that the following shall be essential terms and conditions of this Agreement.
 - 1. The term of this Agreement shall be from November 1, 2021 through May 24, 2024.
 - 2. This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the School System shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
 - 3. If the School System fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the School System shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the School System shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the School System.
 - 4. This Agreement may be modified only by written amendment executed by all parties hereto.

Term: 11/1/2021 - 5/24/2024

- 5. The School System shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed subSchool System was or is currently ineligible to bid on the Contract.
- 6. Unless the School System is a State of Tennessee Agency, the School System warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subSchool System, or consultant to the School System in connection with any work contemplated or performed relative to this Agreement. If the School System is an individual, the School System warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
- 7. The School System hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the School System on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The School System shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- 8. The School System, being an independent School System and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
- 9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
- 10. The School System shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the School System, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
- 11. Tennessee Code Annotated §12-3-309, prohibits State entities from contracting to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, School System attests that School System will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any subSchool System, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.

If School System is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the School System shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. School System may

Walters State Community College WSCC Agreement No.332.96-22-052P Page 4 of 4 Pages

Term: 11/1/2021 - 5/24/2024

- appeal the one (1) year by utilizing an appeals process in the Rules of Finance and Administration, Chapter 0620.
- 12. As applicable, the School System shall be registered or have received an exemption from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.
- 13. Subject to Funds Availability. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to terminate the Agreement upon written notice to the School System.

 Termination under this Section D.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the School System shall cease all work associated with the Agreement. Should such an event occur, the School System shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the School System shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- 14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
- 15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a material provision of this Contract. The School System agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
- 16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

COCKE COUNTY SCHOOL SYSTEM

| WALTERS STATE COMMUNITY COLLE |
|-------------------------------|
|-------------------------------|

| Donnie Frazier | Tony Miksa |
|--------------------|--------------------|
| Signature | Tony Miksa |
| CTE Director | President |
| Title | Title |
| September 15, 2021 | September 14, 2021 |
| Date | Date |

Mailing Address:

Cocke County School System Attn: Donnie Frazier 305 Hedrick Drive Newport, TN 37821

Walters State Community College WSCC Agreement No. 332.96-22-052P Attachment A

Quotation

| | | Ī |
|-----------|------------|---|
| Date | Estimate # | |
| 8/23/2021 | 530669 | |

RELETECH

Name / Address

1415 Eastland Avenue Nashville TN 37206-2626

Cocke County Board of Edication c/o Lucas Valentine 305 Hedrick Dr Newport TN 37821

| Item | Description | | Qty | Cost | Total |
|---------------------|-------------------------------------|-----|-------|-----------|-----------------------|
| 7000 | BASIC Motor Control Wiring Package | | 2 | 11,222.00 | 22,444.00T |
| 587589 | AC/DC Training System 3351-00 | | 1 | 7,945.00 | 7,945.00T |
| 556276 | MecLab Mechatronics Training System | | 1 | 9,995.00 | 9,995.00T |
| 556245 | MecLab Extension Kit | | 1 | 1,995.00 | 1,995.00T |
| 5061101 | DoBot Magician Robotic Trainer | 8 | + | 1,749.00 | 1,749.00T |
| | All prices include shipping costs. | | | 0.00 | 0.00 |
| | | | | | |
| Thank you for the o | opportunity to be of service. | Sub | total | | 42,379 \$44,128.00 |

Total

42,379 \$44,128.00

Phone # Fax # E-mail
615.948.6210 615.523.1407 reletec@aol.com

Signature ten Walla

Walters State Community College WSCC Agreement No. 332.96-22-052P Attachment A



1415 Eastland Avenue Nashville TN 37206-2626

Newport TN 37821

Quotation

| Date | Estimate # |
|-----------|------------|
| 8/23/2021 | 530670 |

| Name / Address |
|---|
| Cocke County Board of Edication c/o Lucas Valentine |
| 305 Hedrick Dr |

| Item | Description | Qty | Cost | Total |
|------------|---|-----|--------------|--------------|
| 81115NC1 | Mechanical Drives NC3 Level 1 - Belt, Chain, and Gear Drives-Includes Mech Drives Levels 1-2, Workbench, Workstation (fits on | 1 | 28,724.00 | 28,724.00T |
| Frt. Chrg. | top of workbench), spare parts & accessories Shipping/Handling included | | 0.00 0.00 | 0.00 0.00 |
| | | | | |
| | | | | |
| | | | ¥ | |

Thank you for the opportunity to be of service.

Subtotal

\$28,724.00

Total

\$28,724.00

Phone # Fax # E-mail
615.948.6210 615.523.1407 reletec@aol.com

FUTURE TEK, INC. ®

663 South Frontage Rd 1-888-299-0864 Columbus, MS. 39701 Office: Fax: 1-662-328-8584

SOLE SOURCELETTER

August 23, 2021

Mr. Donald Frazier Cocke County Schools Newport, Tennessee

Thank you for your interest in Future Tek training products. For your information and records, please be advised that **all** Future Tek products are manufactured by Future Tek, Inc.

Please be advised that **all** Future Tek products are distributed through the nation and abroad by a network of distributors and factory direct representatives. Each distributor and factory direct representative is assigned a **defined**, **protected** territory. Our Sales Representative for Tennessee is Reletech.

Future Tek, Inc. is both the manufacturer and sole distributor of the Motor Controls Wiring Package. As such Future Tek, Inc. is the legal holder of patents, copyrights, and registered trademarks related to this product.

Your sole source for Future Tek products in the state of Tennessee is: Reletech 1415 Eastland Avenue Nashville, TN 37206-2626 615-948-6210

Your local sales representatives are: Steve Walls

E-mail: sw@reletech.com

Rob Fisher rf@reletech.com

Nathan Walls nw@reletech.com

Sincerely,

Kim Brock, President

Kim Broch

-Future'lek, Inc.



Date: August 23, 2021

Cocke County Career & Technical Center 216 Hedrick Drive Newport, Tennessee 37821

For your information and records, please be advised that the companies Lab-Volt Systems and Festo merged and the new company is now known as Festo Didactic, Inc.

Festo Didactic, Inc. is the sole supplier in the US for LabVolt series and Festo Didactic learning systems, and all Festo Didactic associated products and services are only available through authorized dealers and sales representatives.

We are pleased to provide you confirmation that only Reletech is authorized by Festo Didactic, Inc. to sell LabVolt series and Festo Didactic learning systems to secondary and postsecondary educational institutions located in Tennessee.

We would also like to confirm that the MecLab and AC/DC trainers are manufactured exclusively by Festo Didactic, Incorporated, and are required equipment for the pursuit of NC3 Certifications.

On behalf of Reletech and Festo Didactic, Inc., it would be our pleasure to work with you to support your educational needs

Sincerely yours,

Rich Feehan

Regional Sales Manager

Buhal Felh

Festo Didactic Inc.

Festo DidacticInc.

607 Industrial Way West Eatontown, NJ 07724 USA

T. +1-732-938-2000 +1-800-522-8658 F.+1-732-774-8573

www.festo-didactic.com

Walters State Community College WSCC Agreement No. 332.96-22-065N Page 1 of 4 Pages

Term: 11/1/2021 - 5/24/2024

MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT BETWEEN WALTERS STATE COMMUNITY COLLEGE AND ARTAZN LLC

This Memorandum of Understanding (MOU) and Agreement, made as of this 14th day of September, 2021, by and between Walters State Community College, hereinafter referred to as the "Institution", and Artazn LLC, hereinafter referred to as the "Company".

WITNESSETH

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The Company agrees to perform the following services:
 - 1. Recognize the Institution's office of Workforce Training Industrial Readiness assessments for job applicants and use SMT industrial maintenance options for employee skills upgrade which may satisfy requirements for degree paths and/or apprenticeship paths.
 - 2. Promote WBL (Work Based Learning) hours completed for CTE (Career and Technical Education) students within local manufacturing plants so it can be integrated into required On the Job Training (OJT) component of the registered Apprenticeship Program where appropriate.
 - 3. Work with Workforce Training staff to identify the VR (Virtual Reality) options that would be beneficial to existing employees, new hires and/or middle/high school students. This may include introduction to various careers that are available at company location, safety options such as forklift safety, or training needs such as shop math.
 - 4. Work with Workforce Training staff to develop at least 2 apprenticeship occupations that can be used for Company's employees to be submitted for DOL approval. From this, pre-apprenticeship work can be identified and submitted. Once student has completed pre-apprenticeship components, company agrees to provide an interview for potential job openings.
 - 5. Provide training documentation to Institution for any RTI (Related Technical Instruction) that has been provided by Company which could be used within an apprenticeship program. For example, a student who has completed OSHA 30 may be eligible for PLA (Prior Learning Assessment) review and/or satisfy requirements of RTI for apprenticeships.
 - 6. Utilize SMT (Scientific Management Techniques) equipment for pre-employment assessments. Will interview candidates that passes the Company's pass rate.
 - 7. With the new degree specialization created by the institution, the company will promote this information to those already assessed within the last three years. Company agrees that the operations management degree with specialization could be a path for supervisory / leadership development of company employees.
 - 8. Provide at least one employee to become OSHA certified. This will assist with not only internal options for certified employees, but also may provide additional resources for open enrollment programs offered at the college.
 - 9. Help promote and recruit students to a manufacturing career camp entitled "Nuts, Bolts and Thing-A-Ma-Jigs" during Summer 2022 and/or Summer 2023. Company will provide a guest speaker for 1-2 camps and a plant tour (subject to any safety to health that may arise) in Summer 2022 and Summer 2023.
 - 10. Help promote and assistance for the underwater robotics and/or robot drone league competitions in Summer 2022 and/or Summer 2023 for middle and/or high school career awareness.

Walters State Community College WSCC Agreement No. 332.96-22-065N Page 2 of 4 Pages

Term: 11/1/2021 - 5/24/2024

11. Recognize that the Institution retains a right to cancel this Agreement if the Institution perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.

- B. The Institution agrees to perform the following services:
 - 1. Provide the institutional representative from the Division of Workforce Training, Dr. Anita Ricker, as the contact person.
 - Serve as the sponsor for all apprenticeship occupations approved and utilized during this grant. all apprenticeship occupations including ensuring RAPIDS (Registered Apprenticeship Partners Information Management Data System) requirements are met.
 - Provide Related Technical Instruction (RTI) training for students as specified in the TIME (Training Industrial Manufacturing Excellence) grant application as noted within approved apprenticeship occupations. This may include onsite instruction, online delivery via 180 skills, and/or degree programs.
 - 4. Provide SMT assessment devices (mechanical and electrical) to be used in the industrial maintenance programs for certifications. PLA (Prior Learning Assessment) options for degree pathways will be offered within the Operations Management specialization.
 - 5. Provide VR (Virtual Reality) goggles that can be checked out and/or we will provide hour long demos and experiences for employees.
 - 6. Serve as lead entity to develop, market and offer a manufacturing career awareness camp "Nuts and Bolts and Thing-A-Ma-Jigs©". Institution will provide administrative coordination from the division of workforce training with Dr. Nicole Cardwell-Hampton as the coordinator of youth programs.
 - 7. Assist with the utilization of SMT industrial maintenance crosswalk professional development training and usage of VR Goggles. The focus would be on career awareness for manufacturing programs but institution does have automotive, construction and hospitality options with more development in process by the vendor.
 - 8. Provide the facilities and support services to enable Company to render performance.
- C. The parties further agree that the following shall be essential terms and conditions of this Agreement.
 - 1. The term of this Agreement shall be from November 1, 2021 through May 24, 2024.
 - This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the Company shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
 - 3. If the Company fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the Company shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the Company shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the Company.
 - 4. This Agreement may be modified only by written amendment executed by all parties hereto.
 - 5. The Company shall not assign this Agreement or enter into subs for any of the work described herein without obtaining the proper written approval of the

Walters State Community College WSCC Agreement No. 332.96-22-065N Page 3 of 4 Pages

Term: 11/1/2021 - 5/24/2024

Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed subcontractor was or is currently ineligible to bid on the Contract.

- Unless the Company is a State of Tennessee Agency, the Company warrants that 6. no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor, or consultant to the Company in connection with any work contemplated or performed relative to this Agreement. If the Company is an individual, the Company warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
- 7. The Company hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the Company on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The Company shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- 8. The Company, being an independent contractor and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
- 9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
- 10. The Company shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the Company, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
- Tennessee Code Annotated §12-3-309, prohibits State entities from contracting 11. to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, Company attests that Company will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any subcontractor, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.
 - If Company is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the Company shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. Company may appeal the one (1) year by utilizing an appeals process in the Rules of Finance and Administration, Chapter 0620.
- As applicable, the Company shall be registered or have received an exemption 12. from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.

Walters State Community College WSCC Agreement No. 332.96-22-065N Page 4 of 4 Pages

Term: 11/1/2021 - 5/24/2024

- 13. Subject to Funds Availability. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to terminate the Agreement upon written notice to the Company. Termination under this Section C.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the Company shall cease all work associated with the Agreement. Should such an event occur, the Company shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Company shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- 14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
- 15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a material provision of this Contract. The Company agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
- 16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

| ARTAZN LLC | WALTERS STATE COMMUNITY COLLEGE | |
|-----------------|---------------------------------|--|
| MM | Tony Miksa | |
| Signature | Tony Miksa | |
| SVP, OPERATIONS | President President | |
| Title | Title | |
| 9/14/21 | September 15, 2021 | |
| Date | Date | |

Mailing Address:

Artazn LLC Attn: Carl DelSorbo 2500 Old Stage Road, P.O. Box 1890 Greeneville, TN 37744





Letter of Intent

Regarding the implementation of the joint project "WiSoUSA - Promotion of implementation projects of organizations of economic and social partners in the context of an international vocational training cooperation; HWK Südthüringen Implementation Tennessee".

The cooperation partners HWK Südthüringen and Walters State Community College support the implementation of the above mentioned project for the development and implementation of 5 job profiles in the field of butcher and sanitation, heating and air according to the model of dual education in the context of an American-German vocational training cooperation. During the period of 7/15/2021-7/31/2024, they will cooperate, performing the following tasks:

- Active participation in all project events
- Approaching Tennessee businesses and business associations and involving them in the project
- Acquisition of trainees and training companies for the new training programs
- Participation in the development of the occupational pipe fitter, plumber, butcher (meat), butcher (all around) and meat cutter
- Active participation in the American-German exchange on vocational training in general
- Participation in a workshop at the Educational Campus of the Chamber of Skilled Crafts of Southern Thuringia BTZ-Rohr on the topic of social partnership in training, duality as a training principle and the concepts of inter-company training centers (ÜBS) and intercompany apprenticeship training (ÜLU).
- Support of the consortium partner in the organization of the events in the framework of the project
- Provision of interpreting and translation capacities during the working visits of the German experts in Tennessee
- Support in the organization of the working visits of German experts in Tennessee

Handwerkskammer Südthüringen fully understands that this Letter of Intent is not a binding agreement except and until all appropriate State officials' approvals and signatures have been obtained on a formal agreement, and the fully executed documents have been returned to the Contractor.

Tony Miksa August 5, 2021

Place, date

Walters State Community College

<u>llexander ladwig</u> August 10, 2021

Place, date

Handwerkskammer Südthüringen







WSCC Service area: 2022 ARC economic designations

with Qualified Opportunity Zone Census data

| Center / County | Address or county seat city | ARC designations 2022 and number of distressed areas within county | Census tract / Qual. Opp. Zones |
|-----------------------------------|--|--|---|
| Claiborne Campus (Claiborne) | 1325 Claiborne St. Tazewell, 37879 | At-Risk 6 | 47025970300 |
| Morristown campus (Hamblen) | 500 S. Davy Crockett Pky Morristown, 37813 | Transitional 4 | 47063100300 47063100800 |
| Newport Center (Cocke) | 115 Mulberry St. Newport, 37821 | Distressed | 47029920200 47029920700 |
| Niswonger Campus (Greene) | 221 N. College St. Greeneville, 37745 | At-Risk 2 | 47059090100 47059091200 |
| Sevier Campus (Sevier) | 1720 Old Newport Hwy Sevierville, 37876 | Transitional 2 | 47155080101 47155080400 47029920700 |
| Grainger County | Rutledge, 37861 | At-Risk 2 | None |
| Hancock County | Sneedville, 37869 | Distressed | 47067960600 |
| Hawkins County | Rogersville, 37857 | At-Risk 4 | 47073050400 |
| Jefferson County | Dandridge, 37725 | Transitional 0 | None |
| Union County | Maynardville, 37807 | At-Risk 1 | 47173040201 |